

MOUND CITY CARRIER

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Award Winning Publication



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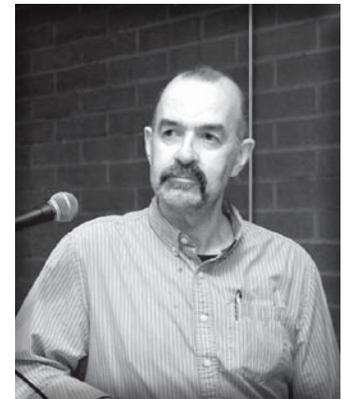
"Diversity is our Strength and Unity is our Power"

August 2024

THE USPS WOULD RATHER LOSE GOOD EMPLOYEES THAN FIX THEIR TOXIC MANAGEMENT TEAM

PRESIDENT'S ARTICLE ... *By JOHN McLAUGHLIN*

Postal Math: 259 Proper Complement of PTFs
– 251 Actual Number of PTFs
8 Number of PTFs short



I stole this meme off the internet months ago and put it in a prior MCC issue. There are no truer words to describe what our city letter carriers are being put through on a daily basis. Things have gotten ridiculous. Management has been emboldened and is rewarded when they violate the contract and speak to carriers however they please. Upper management has got supervisors so scared, they resort to any tactic they can think of and face no repercussions for it. It is almost like a competition. The one who can lie, cheat, and abuse the carriers the most, gets a promotion.

The stories I hear from newly hired employees never cease to amaze me. I had one new PTF detail to me how she was chastised by her supervisor. Then she got a call from her manager while delivering mail in the dark and was further belittled and insulted about her job performance. Her job performance was so bad that they were working her past 12 hours. She had the audacity to bring mail back even after 11 hours of work. She was then told that she would have to deliver that mail along with all the next day's mail as punishment. Somehow in the middle of her story she casually slipped in the fact that sometime during her evening deliveries, she had someone pull a gun out on her. She just went past that juicy tidbit and continued railing on her supervisor and manager. The abuse she was receiving from her superiors made a greater impact on her than the fact that she had a gun pulled on her.

New employees are by no means all stellar workers, but from the treatment they get at the hands of their employers, you would think the service was purposefully selecting incompetent workers. The only purposeful



Watch for the 2024 Rotating Day Calendar in the September MCC

and deliberate personnel moves they make is hiring and promoting the worst of the worst management people. I wish they would publicly solicit management people from fast food restaurants, grocery stores, retail stores, or any other industry's management groups. They couldn't do any worse. They have created a team of idiots who are too terrified to do the right thing to the point they don't make any decisions without asking themselves only one question, "Could I possibly be fired or demoted by my boss if I do something contractually compliant and humane?" I just hope the service one day has its own version of the Nuremberg Trials. I don't know where this line from the Nuremberg Trials originated, but they said, "There comes a point where a man must refuse to answer to his leader if he is also to answer to his conscience."

At new employee orientations I often tell the story of a newer carrier who was told that if she did not get done with delivering all the mail for that day by a certain time, she would be fired. She delivered all the mail that day, but she did not complete her day until after the prescribed time by her supervisor. The next day, she called the Union Hall trying to find out why the station had called her and wanted to know why she wasn't at work that day. Not knowing her story, I then asked her why she wasn't at work. Her response was that she thought she was fired because she got back to the station late. I told this story recently at a new employee orientation. A gentleman shyly rose his hand and asked me why management would treat employees so poorly if they are so short-handed. I told him, I have posed this question to more than one of the many postmasters that have come through the Postal Service's revolving door and have yet to receive a coherent answer.

I know of many people who go into management who, at least in the beginning, feel bad about how they are trained to abuse carriers. But, when they discover that this behavior is collectively not only being condoned but also encouraged, they quickly fall in line. Many reading this may think it is mere hyperbole and overstated, but it is not. Unfortunately, far too many active city letter carriers, when they read this article, will know all too well how true these comments are.

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.

REMINDER!
 The AUGUST Retiree Meeting is moved
 from August 7 to August 14,
 and the Regular Branch Meeting
 is moved from August 8 to August 15
 due to the NALC National Convention in
 Boston the week of August 5-9

**Armed, off-duty police security
 provided at every meeting at the
 Union Hall**



MOVING?
WE NEED YOUR NEW ADDRESS!

If you have moved, please notify the branch office directly. Personnel does not notify us of your change of address.

Name _____
 Address _____
 City/State _____
 Zip _____

MOUND CITY CARRIER
 Published monthly by:
 Branch 343, NALC
 1600 South Broadway
 St. Louis, MO 63104-3806

Send change of address to:
Branch 343
1600 S. Broadway
St. Louis, MO 63104



Mark Your Calendar

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

Aug 14	Retiree Meeting (moved from August 7 because of the National Convention)
Aug 15	Regular Branch Meeting (moved from August 8 because of the National Convention)
Sept 2	Labor Day Holiday
Sept 4	Retiree Meeting
Sept 5	Shop Stewards Meeting
Sept 12	Regular Branch Meeting
Sept 28-29	Missouri State Training (Lake of the Ozarks)
Oct 2	Retiree Picnic at Creve Coeur Memorial Park, Greensfelder Shelter, (see ad)
Oct 3	Shop Stewards Meeting
Oct 13	Shop Stewards Banquet

EXECUTIVE VICE PRESIDENT ... BY BRIAN LITTEKEN

REPORT OF HAZARD, UNSAFE CONDITION OR PRACTICE, PS FORM 1767



This year Kirkwood’s air conditioning has failed. Last year, several offices did not have air conditioning for weeks.

It is management’s responsibility to provide safe working conditions. The union must insist on the correction of unsafe working conditions. The workplace must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions.

The National Agreement’s Article 14 states, “If an employee believes he/she is being required to work under unsafe conditions, such employee may:

- a) notify such employee’s supervisor who will immediately investigate the condition and take corrective action if necessary;
- b) notify such employee’s steward, if available, who may discuss the alleged unsafe condition with such employee’s supervisor;
- c) file a grievance at Formal Step A of the grievance procedure within fourteen (14) days of notifying such employee’s supervisor if no corrective action is taken during the employee’s tour; and/or
- d) make a written report to the Union representative from the Local Safety and Health Committee who may discuss the report with such employee’s supervisor.”

A carrier notifies the immediate supervisor of an unsafe condition, such as the air conditioner not working, with the PS Form 1767 – Report of Hazard, Unsafe Condition or Practice.

Arbitrator Sammarco in Case No. 4B-19N-4B-C22281030 determined, “The following requirements found in (ELM) 824.631, 824.632 and 824.633 are not mere instruction on how to proceed, but are requirements on actions of management in response to the PS Form 1767s. Thus, they are incorporated into the National Agreement under Article 19.”

ELM 824.632 and Form 1767 Instructions. When a supervisor receives a PS Form 1767, the supervisor must promptly (within the carrier’s tour of duty):

- a) Investigate the alleged condition.
- b) Initiate immediate corrective action or make appropriate recommendations.
- c) Record the action taken to eliminate the

hazard or recommendation for corrective action in section II of the PS Form 1767. The supervisor must print, sign their name, and date section II.

- d) Forward the original PS Form 1767 and yellow copy to the next appropriate level of management (approving official).
- e) Give the carrier the blue copy signed by the supervisor as a receipt.
- f) Immediately forward the pink copy to the Safety Office.

It is the supervisor’s responsibility to monitor the status of the report at all times until the hazard is abated. If the hazard remains unabated longer than 7 calendar days, the supervisor must verbally inform the employee as to abatement status at the end of each 7-day interval.

The Hazard Control Number is at the top right corner of the PS Form 1767. If the blue copy of the PS Form 1767 received by the carrier who submitted the PS Form 1767 does not have a Hazard Control Number, the pink copy has not been forwarded to the Safety Office. The carrier should notify the steward of the missing Hazard Control Number.

ELM 824.633. The approving official (the responsible manager) must initiate action to eliminate or minimize the hazard. If this results in the submission of a work order, attach the original PS Form 1767 and forward it, through channels, to the manager of maintenance. If the approving official determines that there are no reasonable grounds to believe such a hazard exists, the employee must be notified in writing within 15 calendar days. (Safety personnel must assist in this determination when requested.) If the hazard was abated through actions of the approving official, the employee must be notified in writing, and the original PS Form 1767, with a statement of actions taken, must be forwarded to the safety office.

Unless an employee at a station files a PS Form 1767, there is no assurance that a hazard or unsafe condition will be investigated within the same tour of duty.

VICE PRESIDENT FINANCIAL SECRETARY

... BY MARVIN BOOKER



HOW TO BEAT THE BULLY!!

Bullying behavior falls roughly into two categories: chronic and opportunistic. Chronic bullies have a pathological need to control and harass others. When they succeed in forcing their target to quit or move on, they move on to another target. Opportunistic bullies take advantage of a workplace culture that tolerates abuse.

This is an issue that happens on the workroom floor on a daily basis. Letter carriers are being treated without dignity and respect by management in many instances. Most of the problems seem to come from upper management pushing down on the local supervisors and managers. Many of these managers do not know how to handle the pressure put on them, so they just keep pushing down on the carriers in an effort to “get off the radar.”

Another issue is the fact management is promoting employees with little or no knowledge of the job into supervisory positions. Almost 50% of the carrier craft has been hired over the last five years. Which means almost half of all letter carriers have only experienced being mistreated, harassed, and intimidated during their short stay with the service. Some of these same people are being promoted up the ranks. Too many of these people think it is OK to mistreat employees, just as they were mistreated themselves. Although they are our leaders, they are being trained to follow instead of lead, to just listen to today’s telecon instructions and not to have any opinions. They are being trained to use computer programs to tackle daily issues instead of common sense. The service wants mindless minions to do the job. Follow the bouncing ball with no questions asked. This thoughtless institutionalization gets worse by the day.

It is unbelievable how management constantly uses scanner data to badger carriers on a daily basis. Every little thing is nit-picked on. I have seen delinquent children treated with more care and concern than 55-year-old carriers. You have supervisors with less than a year on the job scolding carriers with 20 and 30 years. It is embarrassing to the employee, causes hard feelings, causes other problems in the office, and creates a hostile work environment.

There are routes you can take when you believe that a supervisor or manager is failing to treat you with dignity and respect and/or creating a hostile work environment. Section 115.4 of the M-39 Handbook reads:

115.4 Maintain Mutual Respect Atmosphere - The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management’s attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other’s rights and responsibilities.

This section mandates that local management treat all employees with dignity and respect. Use this section in the grievance process when you believe management has overstepped their boundaries in dealing with you.

There is also the Joint Statement on violence and behavior in the workplace which in part states:

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day’s work for a fair day’s pay, does not justify actions that are abusive or intolerant. “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.

The point is that there are avenues to pursue when you are being mistreated by any supervisor or manager. I also want to point out how important it is to get co-worker witnesses whenever possible to a violation of this kind. If it is just one person’s word against another, it becomes a “he said-she said” situation. Nobody wins those and you just get generic language in the decision. When you have witnesses, it is much harder for a supervisor or manager to defend their bad behavior.

Do not be afraid to stand up for yourself or your co-workers. Be calm and do not get dragged into a verbal confrontation. Management relies on others to be silent when they step out of bounds. Don’t be intimidated into silence, because the reality is it may be you next time and you will be looking for a co-worker to witness for you. If we stand together, we will succeed together. It may not happen right away, but it will if we persevere.

Until next time be safe and be professional.

RECORDING SECRETARY ... BY RICHARD BROWN

UNIFORMS

Every city letter carrier is required to be in postal uniform while in the performance of their duty. The exception to this is a carrier who has not been provided a uniform allowance.

If you are a newly hired CCA, you should receive a **voucher/letter** after the completion of 90 workdays or 120 calendar days, whichever comes first. If you are a PTF, you should receive a **Citibank Uniform Card**, after the completion of 90 workdays or 120 calendar days, whichever comes first. You will receive this card via mail. In order for either process to work, at the completion of the time frames listed above you should inform your supervisor of the need for the voucher or card.

History has shown that you probably will not receive the allowance without reminding management because they can't seem to remind themselves of the fact that these items must be issued. There have been many grievances filed in the past for management's failure to provide the allowance timely. What we have found is that management has been issuing the voucher to PTFs, but they should be issued a Uniform Card. Somehow, this throws off the cycle in which your uniform allowance is regularly issued.

Management has also sometimes issued the allowance a few days after the grievance is filed. This does not negate the violation; it just means that they corrected the deficiency. Yes, this requires management to go into their computer programs and request the card for you. While this task is similar to work for them, they are contractually (Article 26.3) required to issue the allowance when the carrier becomes eligible.

If neither of the allowance methods are provided to those who are due them as described above, a grievance must be filed. Not only should the steward ask for the allowance to be issued immediately, but a monetary remedy for the affected carrier may be in order too. Stewards, if you have questions about this, please call the Union Hall.

VIOLENCE IN THE WORKPLACE

The Joint Statement on Violence reads in part:

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

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness.

This simply means that every employee, even management, is accountable for their actions toward another employee. Management may sometimes allow bullying and harassment to go on without stopping it because they don't like the employee being affected. The way things are going these days, management may be the person committing the act(s). Eventually it

may become physical and that could end several ways. Regardless, it is not ethically, morally, nor contractually proper for the behavior to occur.

If you see bullying and harassment happening in the workplace, please say something to the steward and inform the manager. Stop it from happening if you can safely do so. If the steward is not at work, call the Union Hall. People often don't want their name involved for various reasons, which is perplexing to me, because one day it may be their turn. Management may be doing the harassing and bullying, so be prepared to write a statement.

The behavior may not seem bad, until you are the one affected. Surely you would want someone to speak on your behalf if it were happening to you? You should never be afraid to do what is ethically and morally right. You can protect yourself and others if you just speak up. After all, the life you save may just be your own.

DO YOUR JOB!

When we were hired, the Postal Service informed us that we would deliver mail and parcels, then receive a paycheck in return. This exchange is called a job by most standards.

There are some carriers who believe they can complete their delivery, then start taking care of personal business during the remainder of their shift. Some are running such errands in the postal vehicle. Some are returning the postal vehicle to the office and then getting in their personal vehicle to run the errands, all while still on the clock. You may get away with it a few times, but the gig will end, and you will be left holding the bag.

The scanners we use show just about everywhere we go. Sometimes they are not very accurate as you may have experienced, but not all the time are they inaccurate. The thing that works in most carrier's favor, is that management is too lazy to prove that you are doing what they may accuse you of. Don't be the one they roll up on.

Everyone wants to get paid the hours that are due to them, but this may mean that you have to slow down while on your route. Complete all your duties accurately on the street and in the office, and you may find that you can't finish as quickly as you have in the past. Efficiency as well as proficiency is what you are after in the delivery process.

If for some reason you should need to return mail to the office, you are required to complete a PS Form 1571 (undelivered mail notice) upon your return. Ask for it when you return to the office and make a copy once completed. Another reason to inform management about the return of mail is because you don't want to be disciplined for delaying mail. We are not in a race, do your job accurately and in its totality. This will minimize the urge and opportunity of taking care of personal business while on the clock and risking discipline as a result of the same. Who is responsible!



HEALTH BENEFITS PLAN/OWCP ... BARRY LINAN



August greetings to all of the brothers and sisters of NALC Branch 343. Remember to get plenty of “Water, Rest, Shade” during these hot summer days. Take the time needed to deliver the mail safely and accurately. That means you take as many “Comfort Stops” as needed to hydrate and cool down. “Comfort Stops” do not count as your two breaks or your lunch and there is no set number as to how many are allowed.

If you feel ill or dizzy from the heat, request medical attention immediately as you probably have “heat exhaustion.” If your supervisor doesn’t respond, then call 911 and get medical treatment. You should then file with your supervisor Form 1767 - Report of Unsafe Condition and an OWCP claim with Form CA-1 – Report of Traumatic Injury.

HBP NEWS

New PTFs have 60 days from your hiring date to sign up for career benefits. Please consider joining our own NALC HBP. It is the only union-owned, union-managed, and union-staffed HBP! The enrollment codes for our NALC Health Plan - **High Option** are **321 Self Only** or **322 Self and Family**. For the **CDHP Option** the codes are **324 Self Only** or **325 Self and Family**. Call me at the hall or go to nalchbp.org for more information.

Did you know the NALC HBP offers a Musculoskeletal Program through Hinge Health? This program is designed to assist letter carriers who suffer from chronic back and joint pain. It can help you overcome your pain, avoid surgeries, and reduce medication usage. This program is offered at no cost for you and your covered dependents, and is available to access online from the comfort of your own home. Depending on the treatment you need, the program offers access to physicians, physical therapists, health coaches, and even offers motion sensor technology to guide your care. For information on how to enroll in this program, contact Hinge Health at **855-902-2777** or online at hingehealth.com/nalc.

2024 LABOR FESTIVAL
Sunday, August 25
Noon to 4:00 p.m.
Knights of Columbus Park
50 St. Francois St. 63031

OWCP NEWS

After you report an on-job-injury and are sent for medical treatment, along with Form CA-16, management should also provide you with a **Form CA-17 – Duty Status Report**. Management completes “Side A – Supervisor” listing the physical requirements of a full-duty letter carrier and your treating physician completes “Side B – Physician.” Management should not provide an unfilled CA-17 as that provides no reference point for the physician. The physician answers questions 8 thru 13 and indicates whether you can return to work or not, the date you can return, if you can “Perform Regular Work,” and if not completes the lower section of the form indicating what your medical restrictions are. Note there are two columns for each work activity that the physician can complete. One column is for “Continuous” activity and the other is “Intermittent.” Make sure the physician understands your job duties before they complete this form. For example, casing mail involves “Continuous” standing and “Intermittent” walking in order to get your mail and then sort it for delivery. Mail delivery on a Park & Loop route involves “Continuous” walking and “Intermittent” driving. Mail delivery on a mounted route involves the opposite of “Continuous” driving and “Intermittent” walking. If you had a leg injury, your physician could restrict you to “Continuous” sitting and “Intermittent” standing or walking. **If you have any questions about the restrictions on the CA-17, discuss it with the physician now before turning the CA-17 over to management!**

After you give the CA-17 to management, they are to use it as a reference in assigning you to limited duty work. Management is required to issue you a Form 2499, written offer of modified assignment (job offer), for your acceptance or refusal. The job offer must list specific job duties and physical requirements. Listing job duties “as needed” or “other work” is not acceptable because it is not specific. If any of the physical requirements exceed your medical restrictions, then you can “refuse” and list the reasons why you refused. **If you have any questions about a job offer, contact your steward or call the Union Hall before you sign it!**

NOTES FROM THE MANAGING EDITOR

... BY TOM SCHULTE



KEEP YOUR EYES ON THE NEW GUYS

According to the U.S. Department of Labor and the Occupational Safety & Health Administration (OSHA), almost half of heat-related fatalities occur on a worker's very first day on the job. Over 70% of heat-related deaths occur during a worker's first week.

Tragedies can be avoided if employers take actions to protect new workers from heat-related illness. Such actions should include scheduling new workers to work shorter amounts of time in the heat in conjunction with taking rest breaks and staying hydrated. Train new workers about heat stress, symptoms of heat-related illness, and the importance of rest and water. Monitor new employees closely for any symptoms of heat illness. And even use a buddy system and don't allow new employees to work alone. For the employer, **never leave someone alone who is experiencing symptoms of heat-related illness!**

These are just common-sense guidelines that any employer should be aware of, right? Not in the U.S. Postal Service. Ironically the Postal Service initiated a mandatory training program back in January of 2023 called Heat Illness Prevention Program (HIPP). The course is titled "FY24 Heat Stress Recognition and Prevention" and was to be completed with every postal employee by March 15. Managers were responsible for ensuring the course was presented to bargaining unit employees without computer access and then recorded in HERO as after-the-fact training by March 15. Well ... can anyone guess what happened? Managers who failed to meet their own deadlines to complete training simply lied and typed into the computers that an employee received training when they didn't. This complete abdication of responsibility isn't isolated to one or two districts. This abomination is countrywide.

No one is being held responsible, but this total lack of communications puts new, inexperienced employees at greater risk to their own health and safety. Consider the pressure a new hire has to learn his or her craft. To absorb the nuances of learning how to case and pull down a route. How to load a vehicle. How to drive a right-handed vehicle. How to handle accountable mail. How to find the first stop on the route. How to deliver a walking route, curbside delivery, apartment complex

or business. And have the burdensome pressure from an irresponsible boss demanding that you get your job done in eight hours. Are these new hires thinking of how to manage the heat? It's the last thing on their minds and yet it should be the first.

Workers who are new to working in warm environments may not be acclimatized to heat. Their bodies need time to adapt to working in hot conditions. Acclimation results from changes in the way the body works. As stated above, the first day on a new job can contain unique psychological and behavioral pressures. While every situation is different, some new hires may be at greater risk because they push their bodies excessively hard to demonstrate that they can do the job. They are at risk because they don't know how to pace themselves to conserve energy which lends itself to experiencing heat-related issues. They may not recognize the importance of taking breaks and drinking plenty of fluids simply because they fear not completing their assignments on-time.

Employers wrongly assume that new workers can work safely in hot conditions. Even young, fit workers can be susceptible to heat-related illness. That is the one good reason why all new hires should be closely monitored, especially in the oppressive heat.

The U.S. Postal Service has demonstrably shown that they couldn't care less about new hires, and for that matter, veteran letter carriers. The fact that they consistently lie about providing heat-related training goes to show their complete disregard for their employees. And so that job falls on each and every one of us. We need to look out for one another. Don't depend on management to give a damn about you or your health. Drink ... drink ... drink! Even when you're not thirsty. Stay in the shade as much as humanly possible. Take frequent breaks in the shade or preferably in an air-conditioned building. If you find yourself lightheaded or dizzy, call 911 immediately. You can call the boss later. Do not under any circumstances go home alone if you find yourself in trouble and a boss just tells you to clock out and go home. Out of sight ... out of mind might be convenient for the boss but could be deadly for you.

REGION 5 NBA REPORT ... DAVID A. TEEGARDEN

HEAT PREVENTION WATER ... REST ... SHADE ...



Although I have previously discussed heat safety in my NBA report I have decided to dedicate this month's article to heat safety. It is by far one of the most important issues affecting the safety and health of letter carriers across the country. Most of this report was authored by Region 5's own Richard Thurman who has a master's degree in occupational safety. I thank him for this contribution and for assisting letter carriers across the country on behalf of the NALC.

Heat waves are more deadly than tornadoes, hurricanes, floods, and earthquakes combined. Water. Rest. Shade is an OSHA-related heat prevention program that reminds employers and workers of the importance of each step of the program to help prevent heat-related illnesses. The initial point is critical, and each person should consider the fundamental nature of proper hydration. The "Water. Rest. Shade." elements are simple yet essential to worker safety.

The delivery of mail cannot be done without you. It is an understated fact that you all are important as United States Postal Service employees. Suppose one does not understand the signs and symptoms of your body. In that case, you're starting from an extremely negative point of view that can be physically detrimental or deadly based on its immediacy. It does not take long for things to escalate very rapidly. Unfortunately, we have seen numerous cases of individuals having heatstroke or heat-related events in conjunction with this summer's current weather stream.

So, let us take a moment and understand what should occur first and foremost; each person must know that you must hydrate before reporting to work that day. Suppose you are returning from a seven-day vacation or extended absence — your requirements to acclimate to the weather are paramount. The post office does not have a written weather acclimation program. You cannot trust your supervisor to be aware of the safety protocols to have taken the class, which equips management to diligently work toward addressing this safety issue when the temperature exceeds 80°.

There are heat index tools for you to utilize to help calculate the heat index for the worksite and determine risk levels for outdoor work activities to ensure your safety. When questioning your condition, you can find these tools on the OSHA website and the Safety Page of the National Association of Letter Carriers. You can download the OSHA-NIOSH Heat Safety Tool app, which is available for iPhone and Android users. This app also provides reminders about protective measures to prevent heat-related illnesses, such as drinking enough fluids, scheduling rest breaks, and planning for emergencies. You must safeguard your body.

Additionally, you must know when you have had enough. That is the sole decision made by the individual carrier, not management. Each person has different signs and symptoms related to what they have ingested. This includes tablets, liquid forms of medication, or even vitamins. Extreme heat events can also be detrimentally affected by the various caffeinated coffees, caffeine-based drinks, sugar-based beverages, or a particular type of food. Have you had specific signs or symptoms such as blurred vision, headaches, or dizziness? Listen to your body.

Another thing to be concerned with is lack of sweating, which can indicate that your body is unable to cool itself. Additionally, understanding your urine color from clear to dark will suggest that your body is expelling or retaining fluids, determining your need to rehydrate, and preventing the possibility of having a life-threatening dehydration occurrence which is your responsibility. Lastly, this craft exposes carriers to extreme weather conditions, but that does not mean your body has built up resistance. You must understand your body and take things seriously. Management motives are counter-productive to your safety. Remember Water. Rest. Shade.

Today the U.S. Department of Labor (DOL) released a proposed rule with the goal of protecting millions of workers from the significant health risks of extreme heat. This new rule would require employers to establish a Heat Injury and Illness Prevention Plan (HIIPP) that includes specific elements outlined in the proposed rule necessary to protect workers from the dangers of excessive heat.

This proposed rule will be published in the Federal Record and will call for public comments. The DOL also anticipates a public hearing after the close of the written comment period.

For more information on how to provide comments at this stage of the process, visit <https://www.osha.gov/laws-regs/rulemakingprocess#v-nav-tab2>.

We need help getting this message to every carrier on the workroom floor so that we can ensure carriers' safety is taken care of in extreme heat conditions. Don't be a hero! If you feel "off" while working in the heat, say something. Report it to management and insist on being seen by a medical professional. Only a medical professional can diagnose a heat injury. Pushing yourself to complete your route or overtime can lead to a tipping point where medical intervention will not help. If you have any resistance by the service where you believe the heat is affecting you, contact your local branch president, or call the NBA office at 314-985-8040. Take care of yourselves this summer, remember ... Water ... Rest ... Shade.

RETIREE REPORT

... BY GUEST RECORDING SECRETARY NICKI L. PRADO



MINUTES FROM THE JULY MEETING

Chairman Tom Schulte called the meeting to order at 12:45 p.m. Guest Chaplain John Haake led us in prayer and the Pledge of Allegiance. Tom thanked Region 5 NBA David Teegarden for providing the delicious BBQ brisket, pulled pork and side dishes along with dessert. Tom also thanked Larrissa Parde, Charlie Sexton, Pat Baker and Kyle Turner for joining us. Mike Weir will provide the lunch for the August retiree meeting.

Sick Call: Get-well cards were signed and sent out to brothers Tom Harman and Tom Grafton who is recovering from knee replacement surgery.

Introduction of new members: Newly retired member Pam Stepney brought along Joe Barnes, Mary Harris, and Earl Bentley. Tom encouraged them to join us each month. Same time, same place.

Minutes from the last meeting: The minutes from the previous meeting were read by guest Recording Secretary Nicki L. Prado.

Treasurers Report: Treasurer Mike Chenot reported a checking balance of \$1,160 and a cash balance after expenses of \$463.

NBAs Report: David reported that he and his wife, Kelly, prepared the BBQ for the retiree lunch, with Larrissa Parde providing the excellent potato casserole. Dave acknowledged his staff of Charlie Sexton, Larrissa Parde, Pat Baker and Kyle Turner who joined us for lunch. David reported that there is no integrity in postal management. Management is sitting on their hands and refusing to settle any grievances. While favorable arbitration decisions are being won by the union, there is a huge backlog of cases yet to be decided.

Presidents Report: Given by Executive Vice President

Brian Litteken who reported that management is falsifying training records regarding their own-Heat Illness Prevention Program (HIPP). Every carrier is supposed to receive training regarding taking preventative measures to deal with the oppressive heat. Instead of giving the training to every carrier, management is recording that carriers were given training when they weren't. The union has filed grievances under Articles 14 and 19 for these flagrant violations endangering the lives of the carriers. Carriers are encouraged to take frequent breaks, drink plenty of liquids and to call 911 immediately if you have any heat related symptoms.

Legislative Report: Mike Weir reported that the current COLA estimates stand at 2.13% for CSRS and 2.0% for FERS. Legislation to watch, H.R. 8426 and Senate Bill 4363 the Public Service Employees Act would allow public service employees to form unions. H.R. 5995, the Social Security Fairness Act is on the cusp of having enough cosponsors in the House as well as the Senate. The Republican agenda for America should they win in the fall elections, is frightening. Educate yourself on Project 2025 and vote appropriately in November.

Chairmans Report: Tom reported that the retiree picnic would be held on October 2 at Greensfelder Shelter in Creve Coeur Memorial Park, same site as last year. The park permit has been secured. The August retiree meeting was moved from August 7 to August 14 due to the National Association of Letter Carrier's National Convention in Boston the week of August 5 through 9.

50/50 won by Mike Weir, who donated it back to the retirees.

Closing Prayer: Offered by Chaplain John Haake

Meeting Adjourned: 1:25 p.m.

REMINDERS

MEDICARE PART B ENROLLMENT DEADLINE

Per the Postal Reform Act 2023, postal annuitants and their spouses who are 65 years or older and did **not** enroll in Medicare Part B when initially eligible, will be given a **one-time opportunity during this Special Enrollment Period to enroll without having to pay a late enrollment penalty.**

Any assessed late enrollment penalty (10% per year past age 65), will be paid for you by the USPS directly to Medicare.

The deadline to enroll in Medicare Part B under the SEP is **September 30, 2024.**

SOUTH COUNTY ... BY MATT GLEIFORST

Hello from South County. As I write this article I am on the final day of an almost two-week vacation. I have had barely a single thought of the post office in this time frame, and it has been bliss. As I get ready to go back to work tomorrow, I must gear myself up to get back into fight mode. It is a sad thing to always need to be prepared to be in fight mode when going to work, but that is exactly the mindset I have adopted working for this current USPS. From headquarters down, we are looked at as thieves. It is assumed that we are all out there stealing from the Postal Service from the minute we clock in to the minute we clock out. If we can't get out of the office within an hour or less, we must be slacking off. Nevermind the fact that we have other office duties besides simply getting our mail in the case, we must be screwing around if we haven't left the office within an hour. Now where did that come from? I'm not sure exactly. I only know that it was a directive from higher up than our own city and that every city in the U.S. is dealing with this. Upper management has decided that the handbooks (M39 and M41) that govern how our workday is supposed to go are outdated and no longer matter. This is blatantly false. These handbooks were agreed to by the NALC and the USPS. There was never an agreement that they were outdated. Postal management has simply decided to create new (non-contractual) policies

and pretend that they are now the ruling documents. The hour office time is one such thing. Stationary events (inactivity report) are also something that does not exist in our manuals. It is important that each one of us letter carriers learn as much as we can about these handbooks and our contract so that we are unable to be lied to by upper management. Most supervisors do not even know what is in the M39, M41, or even the JCAM (our national contract). They only regurgitate what is said to them by their bosses. They may even believe that the non-contractual policies they are forced to implement are valid even though they are not. It falls on us to know what is right and wrong so that we can correct them.

As I said above, we need to learn as much as possible. One way to do this is to attend the branch meetings on the second Thursday of the month at 7:30 p.m. I know that this can be difficult, especially if you have little kids. I myself am unable to attend most of these meetings for that reason. If you know people in your office that are able to go, try asking them what you missed. They may be able to give you some good information. Another way to get informed is by checking out social media. There are many Facebook groups dedicated to letter carriers. I also strongly recommend listening to podcasts. There are many out there to choose from and are free to listen to. Some of these include Classes of Mail, Fed Up, and From

A to Arbitration among many others. These all have very useful information.

Many episodes are dedicated to what is in our contract and how we can use this information to fight back. An educated letter carrier is a dangerous letter carrier to the bosses that want to lie to us.

Lastly, this paragraph is an open statement to upper management including Louis Dejoy, district managers, postmasters, and MCSOs. **Your jobs are pointless wastes of money!** We don't need you. We need letter carriers, clerks, and mail handlers. If you aren't part of a station (supervisors or station managers) and you do not handle mail, we don't need you. Please consider stepping down and switching to craft work so that we can get this mail delivered. I have seen so much mail be delayed for days because of a lack of craft workers, yet we still have people looking at reports downtown claiming we went over by one minute on a break. Again, we don't need you. We need to give our customers the service they deserve.

Until next time, keep your head held high and keep surviving. As for everyone in upper management, I look forward to seeing you do the right thing and come help us deliver in this insane heat. We will be happy to have you on the team rather than collecting an insane salary that you really don't deserve.



WEST COUNTY RETIREE ... BY PAM STEPNEY

Greetings sisters and brothers of Branch 343. How's everybody doing? Fine, I hope. I know all the carriers, clerks, and supervisors are enjoying Watermelon Wednesday with the hot summer temperatures in August. Yes, in West County, we have Watermelon Wednesday every summer to help letter carriers stay hydrated to deliver the mail and go home to their families at the end of the day. If you are not doing Watermelon Wednesday in your office, it's easy to start. Each week someone purchases a watermelon and the next week somebody else purchases one. It's easy to do, so start today talking to each other over a cool slice of watermelon in the break room or on the dock before you leave to go to your route.

The Postal Service has hired a lot of new CCAs and PTFs and we really need their help. So please talk to them to see what's going on with delivering the mail. A young man came to the meeting last month and went to the microphone to talk about delivering mail in the rain while working 12 hours in one day. He said he loves being a letter carrier, but getting threats from management about getting back on time in inclement weather made him feel as though he wanted to resign and find another career. Remember I said this before, if the weather causes you to take shelter, that's what you must do. Every day is not going to be sunshine and blue skies, it's going to rain sometimes. We are in the middle of a hot summer and the weatherman said hurricane season started early this year. Inform management what's going on with your route by filling out a 3996 requesting time to deliver

your mail. Yes, it's going to take you longer to walk in the rain.

If you are a new employee, going from one route to the next to deliver can be confusing and hard to do, especially if you don't know where you're going. Start helping the new employees by going over to talk to them. Ask the question, how are you doing today? Are you having a hard time trying to figure out what to do each day? Is there something I can help you with? Exchange numbers and ask them if they have any questions for you. Some of you have been on the job for 10, 20, 30 plus years. Like Rance Hope, with 40 years and counting, he knows everything about being a letter carrier. (Smile)! All I'm trying to say is there should never be a reason for our new employees to leave without union members helping them over the hump. Just remember when you were new and how you felt alone, until one carrier came over to offer you help. They are our future, and we need to do everything possible to make sure they stay and carry the letter carrier torch. We cannot stand by and let the flame go out. Buy some donuts or White Castles on a Saturday and strike up a conversation with them to see what's going on. Make plans to attend the meeting on the second Thursday of the month and invite them to go too. You don't have to be the steward to promote unionism.

Moving on! Being a retiree is fun, I get to see a lot of people who left the Postal Service and are doing well. I ran into retiree Dwayne Bonnet from Wheeler Station, and he said he's doing well after having a stroke. Don Keeven

and Dewayne McCabe call me all the time asking questions about health insurance and Medicare Part B. Kurt Mullins called about the John Haake Scholarship and realized he was not a member after he retired. He did not fill out his 1189 to continue to be in the union as a retired letter carrier. If you are planning to retire, come out to the retirement seminars given by Mike Weir so you'll know exactly what to do and you won't forget to sign up. If you are not a member you cannot put your grandkids in for the John Haake/Charles Coyle scholarship or get glasses every two years. You will not receive the Mound City Carrier to read those great articles or the Postal Record. When you retire, come to retirees meetings on the first Wednesday of each month at noon, 1600 South Broadway. Last month the business agent barbecued brisket, pulled pork, and all the fixings. If you missed it, you missed a treat. I invited 10 retirees and three showed up (Marion Harris, Joe Barnes, and Earl Bentley). Lawrence McHaynes would have made it if it had not rained. Next time I'll pick him up on the way down.

Make plans to come out to the Labor Council Festival Day, Sunday, August 25 at Florissant Knights of Columbus Park, 50 St. Francois Street from noon until 4 p.m. This is the new Labor Day celebration because there will not be a parade on Labor Day. Remember to do your best, leave the rest, don't stress, GOD bless, register to vote exercise your right to vote and thank you for coming.



THE "U" ... BY FRANK ENLOW

Brothers and sisters, a lot of you may not remember, but it took a while for someone in management to agree to change the pecking order when it came to allowing carriers that wanted to work on the holidays to come in, instead of forcing those that didn't want to work, to come in.

The overtime desired list hasn't changed. There is someone in management that believes the post office is saving money by working the PTFs more and not allowing the carriers that desire to work their non-schedule day to come in. Again, they are so wrong.

Let's start with working the PTFs more theory. PTFs, you do have a 90-day probationary period in which you are expected to be able to case and carry any route within a timely manner even though management has not been consistent in how they distribute your workload.

PTFs, like the CCAs that came before you, were brought in to compliment, (fill the voids and reduce the workload), for the carriers that came before you as well as the next group of PTFs that will come in and are expected to do the same after you. For those of you that are in management that haven't noticed, today's PTFs are having a tough time dealing with the pressure that comes with being able to complete a route in a timely manner and still being expected to do pivots off other assignments. By allowing carriers on the overtime desire list to work their non-schedule day, you can reduce the daily workload put on PTFs and allow them to simply focus on their one assignment for the day. And by allowing them to learn their craft, you may be able to produce more qualified letter carriers.



So, the question is, "How are you saving money?" When mail is not being taken out or being brought in and integrity scans are missed because the PTFs are exhausted due to the workload, how is that productive? And let's not talk about how they are having to deal with too many disrespectful, unprofessional supervisors and managers that are continuously harassing and threatening them with their jobs.

Is there one person in management that can look at the current situation regarding the PTFs and realize if the OTDL carriers are utilized on their non-scheduled day, it may reduce the physical injuries as well as the heat related issues that are increasing at an alarming rate. So again, how are you saving money when the PTFs are unable to work?

Someone before you eventually decided when it came to the pecking order for the holidays, and in the best interest of the service, to allow those that want to work, to work. And for those of you that are making the decision when it comes to overtime, this is the same approach you should take when it comes to the overtime desired list. You should allow those that want to work their non-scheduled day, to work as well.

For those of you in management that are still allowed to make decisions. Are you going to become part of the solution and allow OTDLs to work their non-scheduled day or continue to be part of the problem and cripple the PTF workforce with your bad decision making?

PTF brothers and sisters, just hold on. The path to regular is not far away.

Until next time from the "U"

BRANCH LEGAL PLAN
Advice and Consultation on
General Practice and Civil Actions.

GL

JOHN H. GOFFSTEIN
ATTORNEY

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GOFFSTEINLAW.COM

GOFFSTEIN LAW, L.L.C.

The following stations
were represented at the
July Shop Stewards Meeting

Carrier Square	Maryville Gardens
Clayton	Normandy
Creve Coeur	Sappington
Gaffney	Southwest
Harriet Woods	Weathers
Jennings	West County
Mackenzie Pointe	

RETIREE PICNIC AT CREVE COEUR MEMORIAL PARK

GREENSFELDER SHELTER OFF OF DORSETT AND MARINE DR.

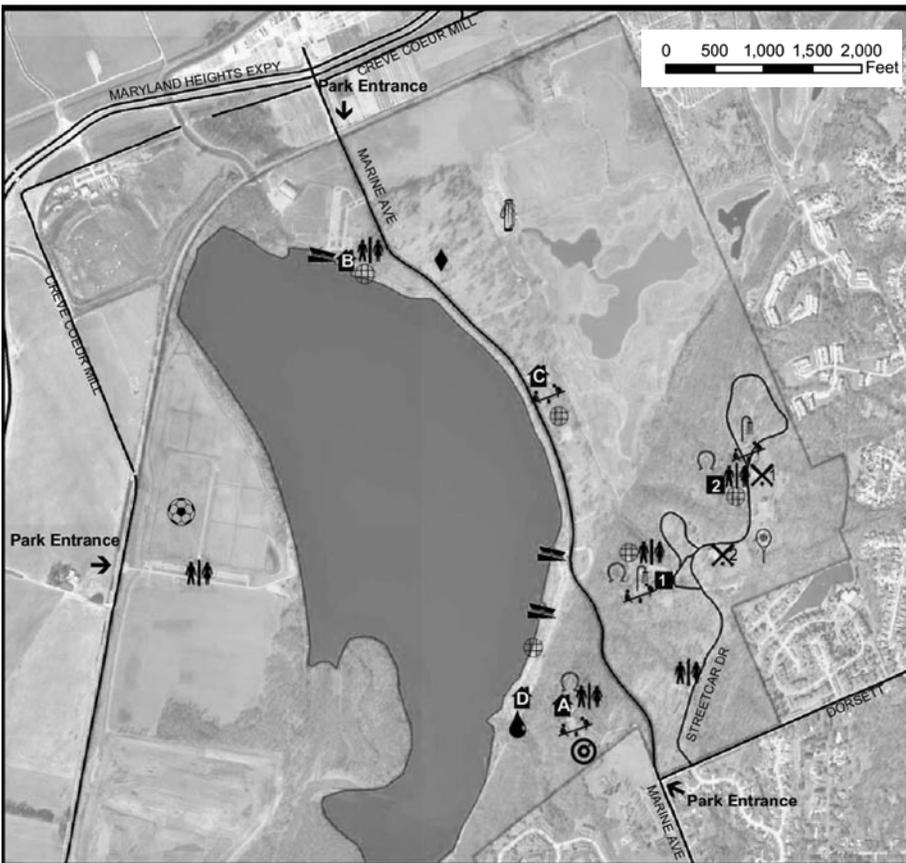
WEDNESDAY, OCTOBER 2, 2024

TIME: 11 a.m. until 4 p.m.
 LOCATION: Creve Coeur Memorial Park
 2348 Creve Coeur Mill Rd.
 Maryland Heights, MO 63043

Greensfelder Shelter off of Dorsett Rd. and Marine Rd.

From Hwy 141 (Maryland Heights Expressway) turn on Marine Dr. past the Tremayne Shelter we've used in the past. Drive past the lake, up to the top of the hill. **Greensfelder Shelter** is on the right before the Dorsett Rd. stoplight.

From Hwy 270 take the Dorsett Rd exit north to the end of Dorsett and Marine Dr. Turn slightly right then left to the **Greensfelder Shelter**.



Creve Coeur Lake Memorial Park
 2348 Creve Coeur Mill Rd
 St. Louis, MO 63146

SHELTERS

- | | | | |
|--|-----------------------|--|-----------------------------|
| | (A) Greensfelder | | Park Boundary |
| | (B) Tremayne | | Creve Coeur Lake |
| | (C) Heldman | | Crystal Springs Golf Course |
| | (D) Taco Bell | | Restroom |
| | Corporate Picnic Site | | Athletic Field |
| | Soccer Field | | Spray Fountain |
| | Tennis Courts | | Archery Area |
| | Sand Volleyball | | Dripping Springs |
| | Horseshoe Pit | | Boat Launch |
| | Disc Golf Course | | Playground |

DRIVING ME CRAZY ... By RETIRED LETTER CARRIER MIKE LAURY

Back in about 1989, when I was a U-man at the Afton station, I accidentally locked myself out of my half ton vehicle. No personal cell phone yet in those days, but I did notice a collection box nearby. So, I waited there until another carrier came by with their uncanceled mail drop-off. I still remember Don L. pulling up in his vehicle next to me and saying “Whaddya do now, dumb ass?”

I replied, “I locked myself out. Key is still in the ignition.”

Don asked me for my personal keys that consisted of two car and house keys. He began inserting each key until the storm door key for the back of my house somehow magically opened my locked vehicle. Don explained how some of the **worn out** door locks on our postal vehicles could be opened by using other types of keys (in this case, the storm door key to my house.) So much for securing the mail.

Another time, back in my postal infancy, I was given a

Ford Pinto by the supervisor at the airport to use for a collection run on Memorial Day. Upon tapping the first collection box, I noticed the driver’s door would not close tight when I got back into the vehicle. I kept opening and closing the driver’s door from my seat and the more I did it the worse it got. One final slam of the door did it. Now it wouldn’t even latch shut. Visions of barbecues that I was going to be missing that afternoon danced in my head. Out of desperation and getting more ticked off by the minute, I got out my pocketknife and cut off some of the rope cord from a collection bag. I tied a knot on the outside driver’s door handle to the inside driver’s door handle. (The driver’s window only cranked halfway down.) For the rest of that collection run, I had to get in and out by way of the passenger’s side. I reported the incident to the supervisor, who by the way was “cool about it,” and even gave me an “atta boy” for using my cub-scout knife ingenuity. There may also have

been some bailing wire holding some of the suspension together. Yet, to this day, I cannot confirm or deny this to be true.

Fast-forward a few years and still in the midst of the LLV debacle, quite a few carriers at Southwest Station received the white, stripped-down vans for city delivery. After realizing these vehicles also came equipped with A/C, we knew management would find a way to make the sensible, senseless. On orders from downtown, management sent out a couple of their wide-eyed mechanics to disconnect the A/C, in order to get better gas mileage, allegedly. Well, it just so happened that we had a mechanically inclined carrier who showed us how to reconnect the A/C a couple days later. The tug of war between management and our union eventually led to cooler heads prevailing. We got our A/C back just in the nick of time before another summer sizzler here in St. Louis. Stay safe out there my union brothers and sisters.

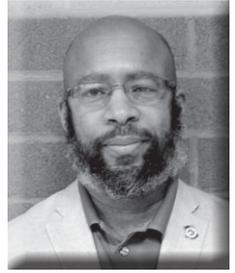
“WATER, REST, SHADE”

Remember the phrase Water, Rest, Shade during these hot summer days. You take however many comfort stops that you need to hydrate and rest.

Comfort stops are not your two breaks or your lunch and are taken as needed. If you feel dizzy or ill from the heat, request medical attention immediately as you are probably suffering from heat exhaustion. If your supervisor doesn’t respond, call 911 and get medical treatment. You should then file a Form 1767-Report of Unsafe Conditions and file an OWCP claim with Form CA-1 Report of Traumatic Injury.

SAFETY & HEALTH ... BY RICHARD THURMAN

WATER. REST. SHADE. HEAT PREVENTION



Heat waves are more deadly than tornadoes, hurricanes, floods, and earthquakes combined. Water. Rest. Shade is an OSHA-related heat prevention program that reminds employers and workers of the importance of each step of the program to help prevent heat-related illnesses. The initial point is critical, and each person should consider the fundamental nature of proper hydration. The “Water. Rest. Shade.” elements are simple yet essential to worker safety.

The delivery of mail cannot be done without you. It is an understated fact that you all are important as United States Postal Service employees.

Suppose one does not understand the signs and symptoms of your body. In that case, you are starting from an extremely negative point of view that can be physically detrimental or deadly based on its immediacy. It does not take long for things to escalate very rapidly. Unfortunately, we have seen numerous cases of individuals having heatstroke or heat-related events in conjunction with this summer’s current weather stream.

So, let us take a moment and understand what should occur first and foremost; each person must know that you must hydrate before reporting to work that day. Suppose you are returning from a seven-day vacation or extended absence – your requirements to acclimate to the weather are paramount. The post office does not have a written weather acclimation program. You cannot trust your supervisor to be aware of the safety protocols to have taken the class, which equips management to diligently work toward addressing this safety issue when the temperature exceeds 80° and not given weight of responsibility.

There are heat index tools for you to utilize to help calculate the heat index for the worksite and determine risk levels for outdoor work activities to ensure your safety. When questioning your condition, these tools are offered on the OSHA website and the Safety Page of the National Association of Letter Carriers. You can download the OSHA-NIOSH Heat Safety Tool app, which is available for iPhone and Android users. This app also provides reminders about protective measures to prevent heat-related illnesses, such

as drinking enough fluids, scheduling rest breaks, and planning for emergencies. You must safeguard your body.

Additionally, you must know when you have had enough. That is the sole decision made by the individual carrier, not management. Each person has different signs and symptoms related to what they have ingested. This includes tablets, liquid forms of medication, or even vitamins. Extreme heat events can also be detrimentally affected by the various caffeinated coffees, caffeine-based drinks, sugar-based beverages, or a particular style of food. Have you had specific signs or symptoms such as blurred vision, headaches, or dizziness? Listen to your body.

Another thing to be concerned with is your skin, which can indicate that it is unable to cool your body; additionally, understanding your urine color from clear to dark will suggest that your body is expelling or retaining fluids, determining your ability to rehydrate, and preventing the possibility of having a life-threatening dehydration occurrence is your responsibility. Lastly, this craft exposes carriers to extreme weather conditions, but that does not mean your body has built up resistance. You must understand your body and take things seriously. Management motives are counter-productive to your safety. Remember, Water. Rest. Shade.

100% Union Honor Roll

- | | |
|--------------|--------------|
| CHOUTEAU | OLIVETTE |
| CUBA | PIEDMONT |
| DES PERES | SALEM |
| FENTON | SOUTH COUNTY |
| FREDRICKTOWN | ST. CLAIR |
| GAFFNEY | WARRENTON |
| GRAVOIS | WASHINGTON |
| JENNINGS | WENTZVILLE |
| MAPLEWOOD | WEST COUNTY |

Local Grievance #: _____

Issue Statement (Block 15 of PS Form 8190):

Did Management violate Article 14, and/or Sections 814 and/or 824 of the (Employee Labor Relations Manual) ELM via Article 19 of the National Agreement when they failed to **[Investigate/Immediately act and/or respond]** to a PS Form 1767, Report of Hazard, Unsafe Condition or Practice submitted on **[date]** at the **[Station/Post Office]**, and if so, what should the remedy be?

Union Facts and Contentions (Block 17 of PS Form 8190):

Facts:

1. Letter Carrier **[name/or anonymous (via Steward)]** submitted a report of a hazardous condition or practice on PS Form 1767 to Supervisor **[Name]** on **[date]** at approximately **[time of day]**.
2. The PS Form 1767 stated there was an alleged unsafe condition of **[state condition or practice listed on 1767]** on **[date]** at approximately **[time of day]**.
3. Supervisor **[Name]** did not **[Investigate the alleged condition, initiate corrective action, and/or provide the employee with a copy of the signed 1767]** as required by Section 824.632 of the ELM, which provides:
“The immediate supervisor must promptly (within the tour of duty):
 - a. Investigate the alleged condition.
 - b. Initiate immediate corrective action or make appropriate recommendations.
 - c. Record actions or recommendations on PS Form 1767.
 - d. Forward the original PS Form 1767 and one copy to the next appropriate level of Management (approving official).
 - e. Give the employee a copy signed by the supervisor as a receipt.
 - f. Immediately forward the third copy to the facility safety coordinator.

It is the supervisor’s responsibility to monitor the status of the report at all times until the hazard is abated. If the hazard remains unabated longer than seven calendar days, the supervisor must verbally inform the employee as to abatement status at the end of each 7-day interval.”

4. Supervisor **[Name]** failed to **[initiate action to minimize the hazard and/or provide the**

employee with written notification of completeness]. Section 824.633 of the ELM states:

“The approving official (the responsible manager) must initiate action to eliminate or minimize the hazard.

- a. If this results in the submission of a work order, attach the original PS Form 1767 and forward it, through channels, to the manager of Maintenance.
- b. If the approving official determines that there are no reasonable grounds to believe such a hazard exists, the employee must be notified in writing within 15 calendar days. (Safety personnel must assist in this determination when requested.)
- c. If the hazard was abated through actions of the approving official:
 1. The employee must be notified in writing, and
 2. The original PS Form 1767, with a statement of actions taken, must be forwarded to the safety office.”
5. Supervisor **[Name]** failed to provide safe working conditions when they failed to follow up on an alleged unsafe condition reported on PS Form 1767 on **[date]**. Article 14, Section 1 of the National Agreement states:
“Section 1. Responsibilities
It is the responsibility of Management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist Management to live up to this responsibility. The Employer will meet with the Union on a semi-annual basis and inform the Union of its automated systems development programs. The Employer also agrees to give appropriate consideration to human factors in the design and development of automated systems. Human factors and ergonomics of new automated systems are a proper subject for discussion at the National Joint Labor-Management Safety Committee.”
6. All employees are responsible for complying with all OSHA and Postal Service safety and health regulations as provided for in Section 814.2 of the ELM, which states:

“All employees are responsible for:

- a. Complying with all OSHA and Postal Service safety and health regulations, procedures, and practices, including the use of approved personal protective equipment.*
- b. Keeping the work area in a safe and healthful condition through good housekeeping and proper maintenance of property and equipment.*
- c. Reporting recognized safety hazards and unsafe working conditions immediately.*
- d. Performing all duties in a safe manner.*
- e. Keeping physically and mentally fit to meet the requirements of the job.*
- f. Reporting to their supervisors immediately any accident or injury in which they are involved, regardless of the extent of injury or damage.*
- g. Driving defensively and professionally, extending courtesy in all situations, and obeying all state, local, and Postal Service regulations when driving a vehicle owned, leased, or contracted by the Postal Service.*

7. Supervisor [Name] failed to correct the unsafe condition which was reported on PS Form 1767 on [date]. Article 14, Section 2 of the National Agreement states:

“Section 2. Cooperation

The Employer and the Union insist on the observance of safe rules and safe procedures by employees and insist on correction of unsafe conditions. Mechanization, vehicles and vehicle equipment, and the workplace must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions. The Employer shall make available at each installation forms to be used by employees in reporting unsafe and unhealthful conditions. If an employee believes he/she is being required to work under unsafe conditions, such employee may:

- (a) notify such employee’s supervisor who will immediately investigate the condition and take corrective action if necessary.*
- (b) notify such employee’s steward, if available, who may discuss the alleged unsafe condition with such employee’s supervisor.*

(c) file a grievance at Formal Step A of the grievance procedure within fourteen (14) days of notifying such employee’s supervisor if no corrective action is taken during the employee’s tour; and/or

(d) make a written report to the Union representative from the local Safety and Health Committee who may discuss the report with such employee’s supervisor. Upon written request of the employee involved in an accident, a copy of the PS Form 1769 (Accident Report) will be provided.

Any grievance which has as its subject a safety or health issue directly affecting an employee(s) which is subsequently properly appealed to arbitration in accordance with the provisions of Article 15 may be placed at the head of the appropriate arbitration docket at the request of the Union.”

Employee Handbook EL 814/Supervisor Handbook 801
Section II: Occupational Injury or Illness

A. Reporting Injuries or Illness If you are injured or become ill from work-related causes, you must report immediately to your supervisor, even if the problem seems minor.

1. Treatment

You must receive authorized medical evaluation and treatment or first aid in accordance with procedures outlined in the Employee and Labor Relations Manual (ELM) 543. The lack of prompt attention to even slight injuries could lead to more serious complications.

2. Reporting

Your supervisor must contact the medical or health unit (if available) or the local emergency rescue or paramedic unit and report the type of injury and your location. Follow the procedures outlined in ELM 544. All reports must comply with the requirements of the Postal Service, the Office of Workers’ Compensation Programs, and the Occupational Safety and Health Administration (OSHA).

3. Prevention

Your supervisor must investigate and evaluate each accident and take any necessary measures to prevent the recurrence of similar incidents.

USPS EMPLOYMENT STATISTICS

Employment

FY 2014-PP8

City carrier employment	165,244
Full Time	160,248
PT Regular	609
PTF	4,387
City Carrier Assistant	33,320
City carriers per delivery supervisor	15.8
Career USPS employment	484,039
Non-career USPS employment	137,037

Employment

FY 2024-PP5

City carrier employment	176,496
Full Time	165,706
PT Regular	370
PTF	10,420
City carrier assistant 1	32,099
City carrier assistant 2	12
City carriers per delivery supervisors	7.6
Career USPS employment	508,151
Non-career USPS employment	111,348

INTERESTING FACTS:

In 1997 there was 1 Supervisor for every 20 Letter Carriers

In 2014 there was 1 Supervisor for every 15 Letter Carriers

In 2024 there is 1 Supervisor for every 7 Letter Carriers

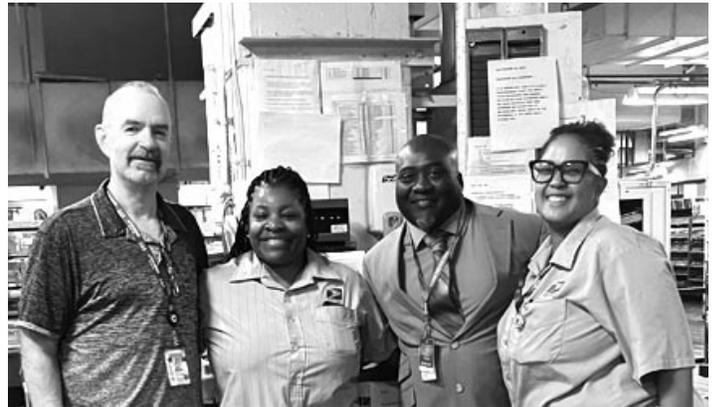
CAN YOU IDENTIFY THE WASTE IN THE U.S. POSTAL SERVICE?



MDA GOLF TOURNAMENT
MONDAY, OCTOBER 14, 2024

VOLUNTEERS NEEDED

CONTACT:
BRIAN LITTEKEN
314-241-4297



Carrier Square letter carrier Virgil Harden receives congratulations on his retirement from (L-R) Br. 343 President John McLaughlin, Artrice Richardson, Virgil and shop steward Shonna Randle.

Shop Stewards
Award Banquet

Sunday, October 13, 2024

Guest Speaker to be Announced

Festivities will begin at 6 p.m.

Letter Carriers Hall
1600 S. Broadway

ST. LOUIS CARDINAL BASEBALL TICKETS STILL AVAILABLE

The Union Hall still has unsold St. Louis Cardinal
Baseball Tickets for purchase.



Great Seats (Behind Home Plate)

Section 249, Row 6, Seats 5 and 6

\$135 for the pair



Contact Executive Vice President Brian Litteken at:

314-241-4297 [ext. 2]

Join us at our "New" location

ROLLING HILLS GOLF CLUB

REGISTER YOUR TEAM TODAY!



37th NALC Br. 343 Golf Tournament for Muscular Dystrophy ENTER NOW!

WHEN: 8 A.M. MONDAY, OCTOBER 14, 2024

WHERE: ROLLING HILLS GOLF CLUB
5801 Pierce Ln.
Godfrey, IL 62035

COST: \$80 PER PERSON (\$320 PER TEAM)
Price includes 18 holes of Golf, Electric Cart, Prizes, Refreshments. A buffet lunch will be provided by Homestyle Catering following the tournament

FORMAT: Best Ball Four Man Scramble
"Shot Gun Start"

HOW TO ENTER: A check or checks totaling \$320 with the names and addresses of team members must be received ASAP (Please list at least one phone number and email)

MAKE CHECKS PAYABLE TO:
MDA Golf, Branch 343
1600 S. Broadway
St. Louis, MO 63104

REGISTRATION INFORMATION:

1. Registration will start at 8 a.m.
2. Shot Gun Start – 9 a.m.
3. There will be a cutoff at 36 teams due to time restrictions. Money will be refunded to any team who enters after the cutoff.
4. Teams must arrive 30 minutes prior to tee time.

If you have any other questions about the tournament that have not been answered here, contact:

Brian Litteken
Letter Carriers Hall
314-241-4297, Ext. 2

Clip and Mail

PLEASE PRINT:

EMAIL _____

1. NAME _____

PHONE _____

2. NAME _____

PHONE _____

3. NAME _____

PHONE _____

4. NAME _____

PHONE _____

BRANCH MEETING

BRANCH 343, ST. LOUIS, MISSOURI
 JULY 11, 2024

Summary of Branch Action

MSC To pay the branch bills. **Motion passed.**

Whereas: The Labor tribune is a powerful voice speaking out for labor.

MSC I would like to make a motion that the branch purchase the usual black and white 1/8-page (3 5/6" x 5") ad in the 2024 Labor Day issue of the Labor Tribune at a cost of \$439. **Passed**

Whereas: The spring committee of presidents (COP) meeting is scheduled to meet in Atlantic City, New Jersey, this year from Monday, October 21 thru Tuesday, October 22.

MSC A motion was made that the branch send an additional officer with the branch president to the committee of presidents meeting in October and pay expenses. **Passed**

Recently Retired Members

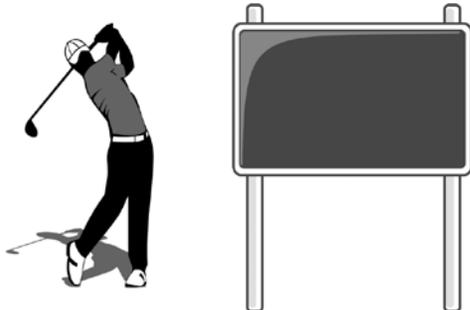
Charles Dixon..... Maryville Gardens6/28/2024
 Daniel Hruby..... Town & Country..... 5/31/2024
 Randall Ladyman..... South County.....6/28/2024
 Gary Smith..... Normandy 7/31/2024

MDA GOLF TOURNAMENT

Monday, October 14, 2024

Lockhaven Golf Club

THIS HOLE SPONSORED BY:



DON'T YOU WANT YOUR STATION'S NAME HERE?
 COLLECT \$100 FOR MDA

New Members

Christina Allen.....Ste. Genevieve6/8/2024
 Alioune BaGaffney 6/14/2024
 Berteo Berthier Affton.....6/22/2024
 Micaela Bowman..... Affton.....6/28/2024
 Christopher Clark Des Peres..... 6/14/2024
 Sharron Clay Maryville Gardens... 6/14/2024
 Jamichael Culpepper... Clayton..... 6/14/2024
 Steven Edwards Sappington.....6/28/2024
 Khyreese Finney Oldham 6/28/2024
 Tiffany Greene..... Maryville Gardens... 6/14/2024
 Nathan Jones..... Maplewood 6/14/2024
 Ethan Joplin..... South County 6/28/2024
 Bastain Jordan Gaffney 6/28/2024
 Ebony King Chouteau..... 6/14/2024
 Derriesha Kyles..... Coyle 6/22/2024
 Michael Kyles..... South County 6/28/2024
 Kenyon Martin Jennings 6/28/2024
 Cory Moore..... Chouteau..... 6/14/2024
 Shamond Moore..... Sappington.....6/28/2024
 Stephon Paschal..... Affton.....6/28/2024
 Enrique Perez..... Fenton 6/28/2024
 Bahaa Qasim..... Fenton 6/14/2024
 Darion Robins Clayton..... 6/14/2024
 Nicole Robinson Harriet Woods 6/14/2024
 Anthony Southern..... Coyle 6/28/2024
 John Sturdevant..... Coyle 6/28/2024
 Jessica Tatum Affton..... 6/14/2024
 Kaylei Thompson Affton.....6/28/2024
 Steve Troutt..... Gaffney 6/14/2024
 Dalton Turner South County 6/14/2024
 Austin Vonder Haar... Arnold 6/14/2024
 Shantria Watson Harriet Woods 6/14/2024
 Burke Watts South County 6/28/2024
 Michael Wilbanks Fenton 6/28/2024
 La'Kasha Williams Kirkwood..... 6/14/2024
 Laura Williams..... Des Peres..... 6/14/2024
 Lisa Williams..... Affton.....6/6/2024

HAPPY LABOR DAY!

Highlights

The meeting was called to order at 7:31 p.m. The invocation and pledge of allegiance were led by Chet Drain and the minutes were read by Recording Secretary Richard Brown and accepted.

Legislative Report, Mike Weir: Mike read the names of contributors to the PAC fund. He advised that the projected COLA is still the same as last month (2.3% CSRS, 2% FERS). He spoke on the Presidential debate in June (some democrats are questioning the current nominee, Biden). He spoke on "Project 2025" and the issues with it. He cautioned us to think about that when deciding who to vote for.

Retirees Report, Tom Schulte: There were thirty-one in attendance at this month's meeting. Pam Stepney brought some people to the meeting. The NBA's office provided lunch and Dave barbecued brisket and pork, which was good.

Labor Council Report, Frank Enlow: The Council spoke mostly about the effects of meth use and the overdoses that are happening. They provided some samples of Narcan (which is in our Defibrillator case). Teamsters have come to a tentative agreement with Schnucks. The Labor Festival may be at the Florissant Park again, which cost \$20,000. There will be a meeting at Union Park in Franklin County (Sept 7th). Kunce is supposed to be there, with other candidates.

Mound City Carrier Report, Tom Schulte: Tom spoke on Retiree's Seminar July 14 conducted by Mike Weir. He reminded us of the August regular branch meeting being moved from Aug 8 to August 15. He asked that we read the write up of the Haake Scholarship recipients. He also reminded us of the Golf Tournament being moved to Monday Oct 14 at Rolling Hills Golf Course in Godfrey, Illinois.

Haake Scholarship Report, Pam Stepney: Pam advised us to remind the people to look for the application in September issue of the MCC. She also reminded us that our grandchildren can apply also. Pam asked that once you retire, to stay in the Union so they stay abreast of things.

Trustees Report, La'Tecse Litteken: Books audited and found in good standing.

Reading of Bills, Recording Secretary Richard Brown. Motion to pay bills and properly seconded. Motion Passed

Executive Vice President/Treasurer Report, Brian Litteken: Brian spoke about the contract and how the parties have agreed to another week of bargaining, trying to reach an agreement. They did agree to continue the annual leave 520 carry over. The DOL proposed a rule to protect workers in extreme heat. He spoke about the Moratorium for grievance filing during the National Convention period. He spoke about the Golf Tournament (location, food, and date). He visited NALCREST while on vacation, it is a little dated but well maintained (rent is \$383/month, they have 500 units). He announced prizes.

Vice President/Financial Secretary Report, Marvin Booker: He gave financial report for JUNE 2024. In 40 years, never seen a crew of management this stupid. DRT still making arguments for management. There is a backlog of 10,000 cases nationwide. There was a meeting about the DRT process, but nothing came of it. He encouraged stewards to continue filing grievances.

Good of the Union – Chad Wallace (Weathers) Spoke about Supervisor who died from heat stroke in the rear of LLV. Hopes this will help management understand carriers' plight. He advised all to speak to carriers in their unit about how to care for themselves. **Tom Hart** (Maryville 5/18 start) spoke on the negative treatment he has received from management. He was told to expect to be fired soon. Spoke to stewards and President several times. Strongly considering resigning. Encouraged by James Phillips (carrier Gaffney) to hang on, stay strong and not to give up.

President's Comments, John McLaughlin: Spoke on two stewards who were hospitalized due to the heat. Management refused to provide them with air-conditioned vehicles. John spoke on resolutions to be addressed at the National Convention. The Postal Service is still not training new hires on insurance, even after the special sessions being set up after the fact. He spoke on DRT having grievances from 2022 still not adjudicated. Recited quote from Renfroe which was in Postal Record. I referred to DRT issues.

Benediction: Chet Drain

Attendance: 34

Ended: (8:49 p.m.)

Respectfully Submitted,

Richard Brown, Recording Secretary

FIRST-CLASS SERVICE TURNS IN ITS WORST PERFORMANCE IN THE PAST 12 MONTHS

... By *DAVE LEWIS*

Poor service performance showed across the spectrum last week. It was a worrisome week. Only 63.5% of first-class letters were delivered on time last week, with more than 8% more than five days late. First-class flats performed comparably to letters but with only 3.8% more than five days late. An average first-class letter took nearly five days to deliver.

Marketing mail service performance was slower than YTD in all categories, including a worrisome slowdown in Intra-SCF performance. This figure, which measures how long it will take to deliver mail that is entered in the delivery SCF, is generally rock-steady but has slipped from 2.24 days to 2.54 days for marketing mail letters.

Week Beginning April 08 2024				
Week	First-Class		Marketing Mail	
	Letters	Flats	Letters	Flats
On-Time %	63.5%	62.9%	93.7%	93.8%
Average Delivery Days	4.76	3.33	2.83	2.81
Intra-SCF Days			2.54	2.27
MTD: April				
On-Time %	66.4%	62.7%	95.1%	93.0%
Average Delivery Days	4.60	3.62	2.72	2.91
Intra-SCF Days			2.41	2.39
YTD 2024				
On-Time %	78.4%	66.9%	96.1%	95.8%
Average Delivery Days	3.99	3.77	2.58	2.45
Intra-SCF Days			2.24	2.16

Atlanta area mail showed small improvements, with average delivery time for a first-class letter to an address in Atlanta reduced to 11.08 days, down from 11.58 days in the prior week.

Poor performance this week was much more widespread than in recent weeks, with sub-par first-class performance in Georgia (8.39 days on average), Washington (7.15), So. Carolina (6.46), and Oregon (6.45).

All statistics are gathered from a sample of mail that we track for our customers. For the week just finished, the sample size was more than 44 million.

Delivery by Postal Area								
Week Beginning April 08 2024								
Area	On-Time Percentage				Average Delivery Days			
	First-Class		Marketing Mail		First-Class		Marketing Mail	
	Letters	Flats	Letters	Flats	Letters	Flats	Letters	Flats
Atlantic	71.5%	54.1%	94.4%	93.5%	3.98	3.51	2.73	2.80
Central	66.9%	68.1%	92.5%	90.5%	4.34	2.67	2.97	3.18
Southern	62.5%	66.0%	91.1%	94.5%	4.99	3.88	3.20	2.89
WestPac	51.8%	61.0%	97.9%	95.2%	5.81	4.56	2.32	2.50



John H. Haake BRANCH 343

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 Brian Litteken Executive Vice President/
 Treasurer
 Marvin Booker Vice President/
 Financial Secretary
 Richard Brown Recording Secretary
 Frank Enlow Sergeant-at-Arms
 Saronda Sutherland MBA Representative
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 Andrew Garces Marvin "Blu" King

DELEGATES TO THE ST. LOUIS LABOR COUNCIL

Pamela Stepney Frank Enlow
 Barry Linan William Lister
 Marvin Booker Mike Weir
 Richard Brown

MOUND CITY CARRIER

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 Phone: 314-241-4297
 or

You may submit articles and photos from
 events and retirement photos to:

tomnalc@sbcglobal.net

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 500
 words and must be signed.

*Opinions expressed intend no malice toward anyone —
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*Articles may be edited for brevity and potential libelous
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 EVP: 314-753-1699
 VP: 314-517-3200

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 8 am - Noon (Sat)

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Website: www.branch343.org

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NBA OFFICE

David Teegarden — 314-985-8040
 RAA Charles Sexton RAA Larrissa Parde

RETIRED MEMBERS MEETING

LETTER CARRIERS BUILDING
 1600 S Broadway

Wednesday, August 14, 2024
 Lunch at noon, meeting at 12:45 pm

Tom Schulte, Chairman.....636-255-3057
 Ray Breakfield, Vice Chairman573-358-5266
 Mike Chenot/Kevin Welby, Treasurers.. 314-779-3356
 Tom Schulte, Recording Secretary636-255-3057

**Deadline for articles for
 the SEPTEMBER issue is
 AUGUST 19, 2024**

★ ★ ★

**REGULAR BRANCH MEETING
 THURSDAY, AUGUST 15, 2024**

7:30 pm

★ ★ ★

**SHOP STEWARDS MEETING
 THURSDAY, SEPTEMBER 5, 2024**

7:30 PM

**The Letter Carriers Building
 1600 S Broadway**



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