

MOUND CITY CARRIER

Official Publication of Branch 343

2020 General Excellence
Award Winning Publication



St. Louis, Missouri
Chartered 1892

Volume 76, No. 8

"Diversity is our Strength and Unity is our Power"

August 2025

President's Article ... *By John McLaughlin*

THE BLIND LEADING THE BRAINLESS: WORK UNDER INCOMPETENCY

I've worked as a letter carrier off and on since 1979. Believe it or not, when I started, I worked with competent managers and supervisors. While the overall level of leadership has declined gradually over the years, the drop in the last five years has been alarmingly steep.

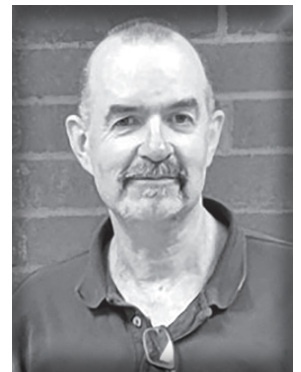
The root causes are clear: micromanagement, the elimination or lowering of job standards, and a lack of training. In fact, the latter two seem intentional — creating a workforce easier to control and less likely to question orders. The less knowledgeable and less experienced supervisors are, the more likely they'll follow directions blindly, never asking whether those directions are contractually compliant. Rather than reach for the contract, they reach for their phones. Spoken word now trumps written language.

I've had to text stewards photos of the exact contractual language — straight from the book — only for their supervisors to ignore it. They follow what their boss says, even when it contradicts the contract. After all, the

contract can't demote them, but their boss can. Also, that boss is usually their friend or relative.

When I was a steward, I hand-delivered the new contract to every manager and supervisor. When issues arose, I'd simply point to the section of the contract that applied. Most of the time, there was little argument. Some supervisors would even consult me ahead of time just to avoid a grievance. That culture of mutual respect is gone.

To be clear, we've always had a few difficult or incompetent managers. But today, that handful has flipped. Competence is the exception, not the rule. Decades ago, a call from our branch president to the postmaster could resolve most issues on the spot. The postmaster would call the offending manager and set things straight. Now, not only does the postmaster defend bad decisions, but they're also often the one issuing the orders.



NOTICE: NOMINATIONS

NOMINATIONS FOR DELEGATES FOR STATE AND NATIONAL CONVENTIONS

NOMINATIONS FOR DELEGATES TO THE 2026 NALC CONVENTION AND THE 2027 MISSOURI STATE CONVENTION SHALL TAKE PLACE AT THE REGULAR BRANCH MEETING, THURSDAY SEPTEMBER 11. NALC NATIONAL AND MISSOURI STATE CONVENTION DELEGATES SHALL SERVE FOR TWO YEARS.

The union's ability to represent our members is severely undercut when management's obsession with numbers overrides contractual obligations. Their disregard for the contract and open contempt for the letter carrier is undeniable. Ask any new employee. Many call me in disbelief, not just at the toxic environment, but at the lack of guidance and training. That's what happens when you put a CCA with one year of experience in a 204b position or make someone with just two years in the service a manager.

Contractual violations are so constant and widespread they have become standard operating procedure (SOP). Our stewards find it challenging and exhausting filing all these grievances. Management's disrespect for the contract persists, despite the countless grievances we've won on overtime (Article 8), steward rights (Articles 17 & 31), and general contract enforcement (Article 15). They ignore arbitration awards, Step B decisions, and local settlements alike. For them, their word is the contract.

This daily pattern of disrespect leads to low morale, unnecessary confrontations, and a steady stream of grievances. It's no wonder carriers are losing the desire to come to work. Making matters worse is the delay in grievance resolution. The dispute resolution team (DRT), despite the word team in their name title, have become another casualty of micromanagement. Cooperation from management is rare. The longer it takes to pay a carrier properly or expunge a letter of

warning, the more management is winning. While we win most grievances filed, management must resort to their strengths, incompetence and delay.

This system is broken and it's breaking us with it.

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.

Please be advised of the "NEW"
**LABOR CELEBRATION
PARADE**

When: Sunday, August 24, 2025

Time: 7 a.m. Line up, Parade begins at 9 a.m.

Where: Eagen Center (Parker Road and Waterford Dr., Florissant, Mo.)

Parade finishes at the Knights of Columbus near Lindbergh and Washington Ave.

***Picnic, games and refreshments
at the end of the parade.***

The union needs a couple of pickup trucks to drive in the parade

Also seeking volunteers to carry
the two union banners
and

Seeking two volunteers to assist with
pedestrian traffic

Contact the Union Hall @ 314-241-4297 to volunteer

**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**



**WATCH FOR THE 2026
ROTATING DAY CALENDAR IN
THE SEPTEMBER MCC**

Executive Vice President ... By Brian Litteken

MENTORS WANTED

A Memorandum of Understanding (MOU) was signed on May 27 which implemented the MOU Re: *New Employee Experience, Retention and Mentoring Program* nationwide on July 1. The following is that portion of the MOU concerning the mentoring program.

MENTORING PROGRAM

Research concerning mentoring programs has shown that mentoring relationships increase retention rates and help employees adapt to new workplaces. Employees who have workplace mentors have been found to be more likely to experience greater job satisfaction. Mentoring relationships can help eliminate obstacles, difficulties, and stumbling blocks new employees may encounter. Additionally, effective mentoring programs provide opportunities for new employees to freely ask questions, gain information necessary to effectively perform their jobs, and help build an effective and diverse organization. With this in mind, a mentoring program will be established for all newly hired city letter carriers. City letter carriers interested in serving as mentors may submit their names to the postmaster, branch president, or their designees, for consideration. Mentors will be jointly selected by the applicable NALC national business agent and USPS district manager, or their designees, based on the following criteria:

- Sufficient understanding of USPS policies, rules, and regulations
- Ability to convey a positive image and attitude
- Demonstrated good communication skills, safe working practices, and regular attendance
- Commitment to a four-month mentoring relationship, during which time the mentor will make themselves available for telephonic and/or in-person discussions during regularly scheduled work hours
- Willingness to meet, both independently and with mentee participation, with management concerning the work performance of mentee
- Ability and willingness to successfully complete a mentor training program jointly developed by the national parties

Once a reasonable amount of time has been provided for employees to volunteer as mentors, the local parties (installation head or designee and the branch president or designee) will begin to facilitate mentor-mentee relationships. Pairings will be jointly selected by the local parties.



Mentoring relationships established by this program will include the following:

- When practicable, the mentor will participate in the mentee's tour of the delivery unit, introducing the new employee to colleagues and providing them with an overview of the workroom floor.
- The mentor and mentee should meet regularly, as needed, to discuss the mentee's experiences and to address any work related concerns or issues the mentee may be experiencing. Such requests should not be unreasonably denied.
- The mentor should provide encouragement and advice to the new employee regarding their performance and ability to adapt to the requirements of being a city letter carrier.
- During the first 120 calendar days of a mentee's employment as a city letter carrier, whenever possible, topics and results of any discussions related to the performance of a mentee (positive or negative), including 30-, 60-, and 80-day evaluations as described by Handbook EL-312, *Employment and Placement*, Section 584, *Employee Evaluation*, should be shared with the mentor. Note: The new employee may choose to not have this information shared with the mentor.

Mentor and mentee participation in this program will be voluntary. While the parties have a joint expectation that mentoring relationships will last for a period of four calendar months, the mentorship may be terminated by either the mentor or mentee at any time. In these circumstances, when practicable, efforts will be made to jointly assign a new mentor to the newly hired employee.

Vice President Financial Secretary

... By Marvin Booker



SOMETHING NEW AND SOMETHING OLD

The 2023-2026 National Agreement contains a nationwide program called the New Employee Experience, Retention and Mentoring Program (NEERMP). This program, which is new for most of the country, was designed with the intent of improving the communication between new letter carriers and their managers and co-workers, providing work experiences for new letter carriers that allow them the ability to learn their new jobs at a more moderate pace, and providing them with continuing education beyond the Carrier Academy and the on-the-job instruction stages.

The goal of this program is to improve **onboarding**, **retention**, and **mentorship** for new city letter carriers. The program combines structured orientation, a gradual work schedule, ongoing evaluations, and a formal **mentorship system**. Here is a summary of New Employee Experience, Retention and Mentoring Program (NEERMP).

Background

- The concept originated in **2019** negotiations for the 2019–2023 contract.
- The **NALC** proposed a mentoring model to support new hires.
- USPS agreed to pilot it jointly, leading to two pilot programs in 2021.
- These were tested, refined, and expanded to 881 sites.
- Success led to inclusion of a full program MOU in the **2023–2026 contract**.

Part 1: New Employee Experience & Retention

Before Reporting to Their Office: New letter carriers will now receive:

- Direct contact info for their supervisor and employing office.
- A defined first-week schedule (no first day on a Sunday).
- Their **Employee ID Number (EIN)** and time-keeping instructions.

Upon Arrival: They will receive:

- USPS-branded reflective vest, satchel, and hat (even before uniform eligibility).
- A joint tour and introduction to supervisors, union reps, and the facility layout.

Work Schedule Rules (Weeks 1–12):

- **Weeks 1–4:** Max 8 hours/day, 40 hours/week.
- **Weeks 5–8:** Max 10 hours/day, 56 hours/week.
- **Weeks 9–11:** Max 11.5 hours/day, 60 hours/week.
- **Week 12+:** Max 11.5 hours/day.
- No more than **6 days of work/week** through Week 8.
- Weekly work schedules must be posted in advance (by Wednesday).
- Work is limited to the **hiring office only** for the first 8 weeks.

Other Protections:

- No cross-craft assignments in the first **90 work-days/120 calendar days**.
- One-on-one **meetings required** before any separation decision, involving the employee, union, mentor, and management if possible.
- Structured **progress reviews** at 30, 60, and 80 days, shared with the union.
- Access to updated **route books** and time to review them before assignments.
- Emphasis on **consistent route assignments** to build confidence.
- Required **training** with an experienced employee before doing **Sunday delivery solo**.

Joint Retention Teams (JRTs):

- Optional but encouraged.
- Consist of one NALC and one USPS representative.
- Monitor and support compliance and implementation.

PART 2: MENTORING PROGRAM

Purpose:

- Improve retention and satisfaction.
- Provide guidance, encouragement, and a smoother transition for new employees.
- Create space for open questions, support, and advice.

Mentor Qualifications:

- Good attendance, safety record, and communication skills.
- Positive attitude and understanding of USPS policies.
- Commitment to a **four-month mentoring relationship**.
- Willingness to meet with mentees and management as needed.

Mentor Duties:

- Participate in the new hire's initial tour if possible.
- Regular check-ins to address questions or concerns.
- Offer feedback and support.
- Discuss evaluations (if the mentee agrees).

Training for Mentors:

Mentors will receive **joint USPS-NALC training**, including a self-study guide and in-person sessions covering:

- Communication skills
- Active listening
- Giving feedback
- Managing difficult conversations

Additional Notes:

- Mentor/mentee relationships are voluntary and can be ended by either party.
- Mentors are compensated at their normal pay rate.
- New mentors will be assigned if needed.

Prior to the official start of the program on July 1, there was supposed to be mandatory Zoom meeting

on the New Employee Experience, Retention and Mentoring Program (NEERP) that required co-attendance (meaning that you must have local management and NALC stewards and alternate stewards in training together at the same time for each city delivery unit within the Kansas/Missouri District.

At the writing of this article, it appears the St. Louis Installation has not yet implemented this joint training. Therefore, we will have to just wait and see if the New Employee Experience is just the same old Toxic St. Louis Post Office Experience.

Until next time,

BRANCH LEGAL PLAN

Advice and Consultation on
General Practice and Civil Actions.



GOFFSTEIN LAW, L.L.C.

JOHN H. GOFFSTEIN
ATTORNEY

225 SOUTH MERAMEC, SUITE 402
ST. LOUIS (CLAYTON), MO 63105
TELEPHONE: 314-932-1919
FACSIMILE: 314-932-5048
JOHN@GOFFSTEINLAW.COM
GOFFSTEINLAW.COM



MARK YOUR CALENDAR

DON'T SIT ON THE SIDELINES ... GET INVOLVED!

Aug 14	Regular Branch Meeting
Aug 24	Labor Celebration Parade - Florissant, Mo. (see ad)
Sept 1	Labor Day Holiday Observed
Sept 3	Retiree Meeting
Sept 4	Shop Stewards Meeting
Sept 11	Regular Branch Meeting
Sept 26-28	Missouri State Training (Lake of the Ozarks)
Oct 1	Retiree Picnic, Creve Coeur Memorial Park (Tremayne Shelter, by the lake. See ad)

The following stations
were represented at the
July 2025
Shop Stewards Meeting

Carrier Square	Marian Oldham
Clayton	Mackenzie Pointe
Creve Coeur	Normandy
Gaffney	Sappington
Gravois	South County
Harriet Woods	Southwest
Jennings	Weathers
Kirkwood	West County
Maryville Gardens	

Recording Secretary ... *By Richard Brown*

ANNUAL LEAVE ADVANCE UPDATE FOR PTFs AND CCAs

As many of you may recall, the new contract negotiations included language allowing part-time flexibles (PTFs) to receive annual leave in advance, on a prorated basis. This means that after completing the probationary period, PTFs will be credited with 40 hours of annual leave annually — before earning it — until they are converted to full-time regular status.

City carrier assistants (CCAs) will also receive 40 hours of advanced annual leave, but only after completing one 360-day term, and if reappointed for another term.

These advanced leave hours were supposed to be reflected in your leave bank during **Pay Period 16 of 2025 (July)**. However, the Postal Service has informed the NALC that this adjustment has been delayed until **Pay Period 19 of 2025 (August)**. Keep an eye on your leave balance, and if you believe you're eligible but don't see the leave credited, speak with your steward.

You may use this time at your discretion, but **don't give management an excuse to label you as a leave abuser**. Remember, CCAs do not earn sick leave, so you will need to use annual leave if you fall ill. (Note: Since there are no CCAs currently in our installation, this does not apply at this time.)

PTFs, please keep a close watch on your leave balance to avoid being charged **Leave Without Pay (LWOP)**. Even if you have enough leave to cover your request, management might still charge you LWOP in error. If that happens, **see your steward immediately**.

Also, if you need to call off, be sure to record your confirmation number — this may be helpful in the event a grievance needs to be filed.

NEW PROGRAM TO HELP RETAIN NEW EMPLOYEES

A new initiative has been launched to support and retain newly hired letter carriers. The **New Employee Experience Retention and Mentoring Program** officially began on **July 1**, and its goal is to help new carriers succeed in their early months on the job and ultimately become career employees.

Here are some key components of the program:

1. **Keeping PTFs/CCAs at their employing office** for their first **eight weeks** of work.
2. Limiting work to **40 hours per week** for the first **four weeks**.
3. Providing a **weekly schedule** (including scheduled day off, start and end times, and assignment/route) posted by **Wednesday prior to the service week**.
4. Completing **progress reviews at 30, 60, and 80 days** of employment, with copies of these reviews provided to the union.
5. Offering a **mentoring program** to give new employees consistent support early in their careers, if they choose to participate.



To ensure the success of this program, **training for both management and stewards** is required. This training is essential so that all parties understand how to implement and support the process effectively.

However, if past experience is any indication, management's cooperation may be inconsistent. If you're a steward and have **not yet received training**, please contact the **Union Hall** so that this can be addressed.

While it is not officially a part of this retention program, there have been some changes to the starting pay levels of the letter carrier. Steps AA and A have been eliminated from the pay table, which means that PTF carriers will start at Step B (\$51,133 or \$25.67 hourly), and it was \$23.53 hourly. This also means that it will take less time to reach top pay (12.4 years) when it used to take 13.3 years.

RETROACTIVE (BACKPAY) PROVISIONS

Many of you have asked about the back, which was announced with the new contract terms. Well, according to the Postal Service these payments/adjustments are expected to be seen on the August 29 paycheck. Remember, the pay dating back to November 2023 (1.3%), will be based on what you were making at that time and the same holds true for November 2024 (1.4%). You also have the four COLAs (cost of living adjustments) going back to August 2023 that you will receive.

It is not what you make now dating back to 2023, but rather what you were making at that time, that will determine your adjustment amount.

Until next time, hold on to your wallets and be responsible.

Notes from the Managing Editor

... By Tom Schulte



ACTIONS HAVE CONSEQUENCES

I'm hearing a lot of buyer's remorse following the actions of the current administration as it systematically dismantles the federal government and alienates our allies, both domestic and abroad. We're witnessing an unauthorized gestapo army of thugs arresting and detaining American citizens strictly based on the color of their skin and imprisoning them without due process.

Meanwhile, the Supreme Court who represents the firewall to protect our constitutional rights is willfully turning a blind eye to the injustice being perpetrated and even encouraging the atrocities right before our eyes. This is 1930s Germany repeating itself. For the love of God, pick up a history book!

And what do I hear from those who were comfortable voting for a 34-time convicted felon? "But this isn't what I voted for!" Yes, it is! Yes, it is! This is exactly what this president said he was going to do. This is chapter and verse out of Project 2025 and we tried to warn you that this is what was going to happen.

I know that there are many who have no concerns about what's going on and assume that whatever actions are being taken won't have any effect on them. If you are an active or retired letter carrier you may wish to reconsider those assumptions.

With the president's appointment of David Steiner as the new postmaster general in May, we are squarely in the crosshairs of this administration's intention to privatize the U.S. Postal Service. "Oh ... you say. We've heard this before." True. But we've also never had a PMG from a rival company appointed to lead it. Steiner was a CEO at Waste Management Inc. and served on the board of directors at FedEx. In the past, FedEx collaborated with the USPS for package deliveries in hard-to-reach rural areas and on air transportation, but those partnerships ended last year. In fact, it was PMG Louis DeJoy who ended those contracts because they were money losers for the Postal Service. When he sought to renegotiate those contracts, he was asked to leave.

Steiner built his reputation at Waste Management on union-busting, slashing jobs, and replacing workers with machines. He has publicly bragged about shrinking their union footprint. According to NALC President Brian Renfroe, "Steiner didn't just stroll in from the private sector, he comes straight from one of the Postal Service's top competitors. His selection isn't just a conflict of interest; it's an aggressive step toward handing America's mail system over to corporate interests. Private shippers have been waiting to get USPS out of parcel delivery for years. Steiner's selection is an open invitation to do just that."

Labor news organization People's World dug into Steiner's background with unions. A video posted by NALC showed Steiner bragging that under his leadership, Waste Management dropped from 32 percent unionized to 20 percent, and he pulled WMI out of the Teamsters' pension fund to set up their own private pension. And just in case you thought there are no conflicts of interest, Steiner owns \$8 million in FedEx stocks. Where do you suppose his loyalties rest?

The Postal Service used to have the support of Congress in its mission to serve the American public, but those assurances are gone. Congress no longer has the backbone to support anyone but themselves.

So, let's be perfectly clear. We have a new postmaster general who comes directly from one of our primary competitors and has a record of opposing the right of workers to join a union. This raises real concerns about the direction Steiner may take the Postal Service, where over 91 percent of the workforce is unionized.

This country has abdicated most of our rights to the billionaire oligarchs who bought and paid our so-called elected leaders and the Supreme Court. With each successive action the working class of this country is rapidly disappearing. This isn't hyperbole. It's a fact.

Do we still think actions don't have consequences? We got what we voted for.

Health Benefits Plan/OWCP ... By Barry Linan



Warm August greetings to all the brothers and sisters of NALC Branch 343. Please take care of yourself in the stifling Saint Louis heat and humidity. Remember to take the time necessary to accurately and safely deliver your assignment. Our contract allows for two 10-minute breaks on the street, but **there is no limit to necessary "comfort stops."** If you need time to rest in the shade, get a drink, and wipe down with a cool towel, **do it!**

HBP NEWS: I have copies of our 2025 NALC PSHB brochure available at the hall or you can review the brochure and our other plan benefits online at nalchbp.org. If you are a current member of the NALC HBP, thank you for your loyalty and participation. If you are not a plan member, please consider enrolling in our plan during Open Season in November. The NALC HBP is the only plan union-owned, union-run, and has 100% union employees working for you!

OWCP News: Job Offers part II — **Always have available a copy of your current medical restrictions and request copies of any/all job offers issued to you.** I wrote last month about the requirement that any **Form 2499 job offer must be made in writing**, must list the **"specific duties"** being offered as work and list the **"specific physical requirements"** of those duties.

Once the job offer is made, you have three choices to either "Accept," "Accept – Under Protest," or "Refuse" the offer. I explained last month how to determine your choice. If in doubt, contact your steward or call the hall **before signing** the job offer. Note that you can "Accept – Under Protest," file a grievance, and still work those portions of the job offer that are within your restrictions.

Now that you have been returned to work, you continue working "Limited Duty" under your job offer until your restrictions change or you are returned to "Full Duty" by your physician. You can receive updated restrictions from your physician in writing on their stationery or your physician can complete a Form CA-17 "Duty Status Report."

Ask your supervisor/manager for a Form CA-17 to take with you to your next appointment. Note that the **"Side A – Supervisor" portion must be completed by them**, listing your letter carrier "Usual Work Requirements" (i.e., lifting/carrying continuous 35 lbs. and intermittent 70 lbs.). Your physician then completes the "Side B – Physician" portion listing your restrictions. **Note that there are two columns under each activity for listing "Continuous" or "Intermittent" hours of work.** There is also a box at the bottom of the CA-17 for listing any special restrictions (i.e., inside work only or driving to and from work only).

When your restrictions do change, hopefully for the better, then your supervisor/manager should make a new job offer, listing any appropriate changes to the *"specific duties"* being offered. Again, you can either "Accept," "Accept – Under Protest," or "Refuse" the offer. This process continues indefinitely until you are returned to full duty.

Anytime you sign a job offer and mark it as "Accept - Under Protest," or "Refuse," a grievance should be filed. Management may request that OWCP rule on the "suitability" of a refused job offer. If you receive a letter from OWCP regarding your refusal of a job offer, contact the hall immediately for assistance. OWCP can rule in favor of management, notifying you have 15 days for you to accept the job offer and begin working the assignment. Note that OWCP will only rule on the "suitability" of the job offer with regards to your ability to perform the offered work within your restrictions. OWCP does not rule on contractual issues such as changed hours of work or changed work locations where you signed the job offer as "Accept - Under Protest." That is why you need to notify your steward and file a grievance whenever you sign a job offer as "Accept - Under Protest" or as "Refuse." Again, make sure to write the reasons why you signed it that way (i.e., my restrictions prohibit walking delivery). **Finally, yes, management is required to provide a copy of your job offer if you request it!**

MOUND CITY CARRIER



Offer of Modified Assignment (Limited Duty)

Section I - Employee Information

Employee Name <i>(Last, first, MI)</i>	EIN	Date of Offer
Employee Position Title <i>(Permanent)</i>	OCC Code	Pay Location
Office/Work Location <i>(Name)</i>	OWCP Claim #	Date of Injury

Section II - Modified Assignment Offer

This letter is written confirmation of a modified assignment offer related to the above referenced on-the-job injury.

Work Hours	Scheduled Days Off	Location	Effective/Available Date
Assignment Title	Level/Step	Salary	

The duties of this modified assignment are:
(It is not acceptable to use other duties as assigned)

Avg. Time Spent

LDC/OPN

☐ _____	☐ _____	☐ _____
☐ _____	☐ _____	☐ _____
☐ _____	☐ _____	☐ _____
☐ _____	☐ _____	☐ _____

(Provide attachment if additional space is necessary.)

The physical requirements of this modified assignment are:

Avg. Time Spent

☐ _____	☐ _____
☐ _____	☐ _____
☐ _____	☐ _____
☐ _____	☐ _____

(Provide attachment if additional space is necessary.)

Section III - Agreement and Signatures

Supervisor/manager should discuss this Offer of Modified Assignment (Limited Duty) and the duties of the assignment with the employee. If the employee has concerns (e.g., task, work location, or medical limitations) not addressed with this Offer of Modified Assignment (Limited Duty), the supervisor/manager should discuss the concerns with the employee and, if possible, suggest alternatives. If the employee raises additional medical issues such as a disability or seeks a reasonable accommodation, the supervisor/manager, must engage in an interactive discussion with the employee (see Handbook EL-307, *Reasonable Accommodation, An Interactive Process*, for specific guidance). These discussions must be documented on page 2, Section IV of this form.

Name of Supervisor/Manager Completing this Form <i>(Please print)</i>	Office
Supervisor/Manager Signature	Date Signed Telephone Number <i>(Include area code)</i>

_____ I accept/ _____ I refuse the modified assignment offer: *(Explain)* _____

Please read the reverse of this form to obtain additional information relating to this modified assignment and to review our privacy statement.

Employee Signature	Date Signed
--------------------	-------------

Region 5 NBA Report ... By David A. Teegarden

HEAT SAFETY

This might sound like a broken record, but we still have carriers allowing management to push them into carrying mail and finishing their routes even though they have obvious signs of heat illness. We recently had a supervisor issue a carrier discipline for failure to follow instructions because they came back to the station before completing their assignment due to heat illness.

The supervisor customer service (SCS) ordered the carrier to provide a doctor's certificate and when it wasn't produced fast enough, even though the carrier went to urgent care or the ER and were diagnosed with heat exhaustion a few days later, an investigative interview was done, and discipline was issued. The SCS should have immediately called 911 and sent the carrier to get medical assistance. This is unacceptable! The supervisor needs to be fired!

Here's how the Notice of Removal (NOR) for the SCS should read,

"On June 21, 2025, carrier XXXX informed you verbally that they were experiencing symptoms associated with heat illness. You have been trained on numerous occasions, and each year prior to April according to HERO training records to recognize and take appropriate action when any employee exhibits any symptom of heat illness. The Postal Service has put these protocols in place to prevent needless deaths from occurring again.

Despite the training and the clear indication from carrier XXXX that they were experiencing heat illness symptoms that required you to call 911 and get the employee immediate medical attention, you instructed the employee to provide medical documentation of their inability to continue working.

The complete and total failure on your part to recognize heat symptoms and completely ignore your training to provide medical attention is compounded by the fact that you actually issued discipline to the employee when your failure to adhere to your prior HIPP training could have resulted in the death of the employee. You have left me with no choice other than removal as you have proven that you either don't care or don't believe the training is important enough to follow."

In this instance and all others, we will pursue Joint Statement on Violence (JSOV) and safety grievances against any management official that does not follow the HIPP guidelines and weaponizes discipline when carriers have heat illness symptoms. In addition, a whistleblower complaint should be filed with the DOL.

We all must take the time necessary to protect ourselves from heat illness. Hydrating, cooling down and resting when we begin to get overheated or exhibit heat illness symptoms are a must. Please take whatever time is needed to protect your health in the short and long term. If you have any problems with local management, please contact us at the NBA office, 314-985-8040.

We have many new employees who will be working through the summer heat for the first time and will feel intimidated to push themselves to finish routes timely. I am asking all carriers to look out for each other because management isn't. If someone doesn't look right, isn't talking right or experiencing any symptoms of heat illness, please speak up to local management, the steward,

and the affected carrier, it might just save someone's life. Most importantly, get medical attention as soon as possible. Branch officers and stewards, please make sure new employees have been taught to recognize the heat illness symptoms and are given HIPP training before they go out on to the street on their own.



POLITICAL NEWS

The reconciliation bill has passed the Senate, and the House was able to vote on and pass a bill that was sent to and signed by the president. The bill was stripped of any provision that would negatively impact letter carriers, our bargaining rights, and the postal network. Letter carriers, their friends and families' efforts to push back against unfair attacks on provisions affecting the Postal Service and its employees ultimately proved fruitful in the final version of the bill. Thanks to all of you for your efforts to protect what we currently have. 2026 will undoubtedly see more attacks on federal and postal workers and unions. We need to continue to be vigilant in protecting what we have earned at the bargaining table and in the halls of Congress.

REGION 5 TRAINING

I recently sent a notification to branch presidents for the steward college year 1 and year 2 training dates and locations.

Year 1 training

Lincoln, Nebraska, August 10-13
Des Moines, Iowa, August 17-20

Year 2 Steward College

Wichita, Kansas, August 3-6

If you are interested in attending the Year 2 class, you had to have attended the Year 1 class in St. Louis or Wichita and graduated that class. No other training classes at Rap Sessions or other training courses will count toward eligibility to attend Year 2.

Anyone can enroll for Year 1 Steward College on a first come, first served after the host branch is allocated spots.

REGION 5 RAP SESSION 2026

As I informed the branch presidents a few nights ago, the 2026 Rap Session is moving dates. I want the membership of the region to be able to prepare for the change as early as possible and understand the reason for the change. The Rap Session will be held on Saturday, February 28 through Monday, March 2. Hotel rooms will be available for Friday, Saturday and Sunday nights.

Two full days of training will be held on Saturday and Sunday with the Rap Session and national officer speaking on Monday. This will allow us to expand our choices, build in longer breaks between classes and have 1½ hours for lunch. This change was necessary because Kansas City will host the World Cup in 2026. We hope to return to our regular schedule of beginning training on Friday - Sunday in 2027.

Until next time stay safe out there.

Retiree Report

... By Guest Recording Secretary Mike Chenot



Chairman Tom Schulte called the meeting to order at 12:35 p.m. Chaplain John Haake led us in the prayer and Pledge of Allegiance. Tom thanked former Br. 343 President Bill Lister for providing the delicious roast beef lunch.

Volunteers: Brother Mike Weir volunteered to provide lunch for the August meeting and brother Tom Grafton volunteered for the September meeting.

Sick Call: Get well cards were signed and sent out to Ray Breakfield, Nicki L. Prado, and Doc Urbanek.

Minutes From the Last Meeting: Minutes from the previous meeting were read by Tom Schulte.

Treasurers Report: Mike Chenot reported a checking account balance after expenses of \$1,085.36 and cash on hand of \$405.

NBAs Report: NBA David Teegarden thanked Larrissa Parde for all her help at the NBAs office and with the various training in the region. Dave thanked the retirees who went to the NALC website and used the legislative link to contact their respective senators and congressmen regarding legislation pertinent to letter carriers. It makes a difference.

Branch 343 Presidents Report: President John McLaughlin spoke about the upcoming Labor Parade to take place on Sunday, August 24, in Florissant, Mo. This is a new event taking the place of the traditional Labor Day Parade in downtown St. Louis. Information is in the Mound City Carrier. The MDA Golf Tournament is scheduled for October 12. See info in the MCC. Finally, John reported on the disastrous route inspections and the consequences. Apparently, garbage in garbage out. What happens next?

Legislative Report: Mike Weir reported that the COLA projection currently stands at 2%. He reported that Trumps Big Beautiful Bill is projected to add \$3.3 trillion to the national deficit. Mike took part in the No Kings rally and there were approximately 7,000 in attendance. Mike reported that Mr. Steiner, the new postmaster general won't be good for the unions or USPS.

Health Benefits Report: Barry Linan spoke about the new TASC card issued to letter carriers who have the NALC Health Benefits Plan and what the cards can be used for.

Chairmans Report: Tom reported on the John Haake Scholarship awards presented at the June regular branch meeting. Tom stated that all three of our winners were the grandchildren of retired letter carriers. Tom asked and received approval to acquire a park permit to hold our annual retiree picnic at Creve Coeur Memorial Park on October 1.

New Business: Having seen brother Mike Chenot on Channel 5 in a story about the Jefferson Barracks Patriot Pantry, a food pantry serving veterans and active military. Tom asked Mike to speak about their services and followed up by asking the retirees if we might consider making a donation at the August meeting.

Deceased Members: A moment of silence was observed for Louis E. Stagner – Gold Card.

50/50 Winner: \$14 Won by Pamela Stepney who donated it to the Jefferson Barracks Patriot Pantry.

Closing Prayer: Offered by Chaplain John Haake.

Meeting Adjourned: 1:30 p.m.

West County Retiree ... *By Pam Stepney*

BRANCH 343 UNION: WE'RE NOT BACKING DOWN

Greetings sisters and brothers of Branch 343. How's everybody doing? Fine, I hope.

Now that the bogus route inspections are completed, our union officers are fighting the fight to correct all the harm management caused to our union sisters and brothers. Did they really think we were going to lay down and take it without correcting the big mistakes and shady number games pushed by a former snake union president who crossed over to the dark side? Hell no!

This kind of BS isn't going to go down in any station or branch — **especially** not Branch 343.

One thing's for sure: President Johnny McLaughlin, Vice Presidents Marvin Booker and Brian Litteken, and Recording Secretary Richard Brown are filing every grievance necessary and winning the fight. These brothers are the smartest crew we've got, and losing isn't even in the cards for them. Come to the meeting the second Thursday of each month at 7:30 p.m., 1600 South Broadway. They're about taking care of business.

There's also a **help wanted sign** hanging up. We need more stewards and Step A's to keep fighting the union fight in every office. If you're ready to step up and help defend your sisters and brothers, now's the time. Look around your office — new supervisors are popping up every day trying to stick it to our union family.

Why not make the playing field fair? If you **see something, say something**. We need your superpowers to protect the new letter carriers who are getting double- and sometimes triple-teamed by management. If you become the steward in your office, just imagine the impact you could have.

ABOUT THOSE EDIT SHEETS...

Some of y'all might have forgotten how to make changes on those ragged edit sheets. Don't worry, you're not alone. Frank Enlow, James Easley, Darnisha, Stacie, and Steven Powers are teaching the new employees how to get it done when they come on board.

But many of you — regulars, PTFs, CCAs — have been working routes that haven't changed in years. And now, thanks to those bogus inspections, it's on us to clean up the mess. And the worst part? Most of the new supervisors don't even know

how to make the changes themselves. Remember: **all edit book and adjustment work is done on the clock!**

BARCODE SCANNING:

WHAT'S REALLY GOING ON?

At a stand-up talk in West County, the MCSO said that some company paid the Postal Service \$75 million to have letter carriers scan the barcodes on sample letters picked by the computer. Now, every carrier who gets an alert is expected to scan those letters daily, **no excuses**.

But here's the problem:

1. What does putting the mail in the box have to do with scanning a barcode?
2. Why are they giving carriers PDIs for missing scans?
3. Why are the alerts going off *after* you've already passed the address?

Most of the time, your scanners are in your satchel while you're walking. Or you're in the truck and the fan's blasting so loud you can't hear the chimes.

So now the same folks who gave us overburdened routes based on trash inspections want to come down on us for not scanning fast enough? Get real. If they cared that much about barcodes and mail delivery, they wouldn't have screwed up the route inspections in the first place.

MARK YOUR CALENDARS

Labor Celebration Parade – Sunday, August 24, 8 a.m.
Florissant, Knights of Columbus (See ad page 2)

If you've never walked in a Labor Parade, this is your year. We march the parade route, handing out coloring books, crayons, and candy to the kids on the sidelines. You'll see familiar faces — your own customers, maybe even your neighbors. Every union is out there. And after the march? Bounce houses and BBQ. Let's go!

Branch 343 Softball Tournament – Sunday, August 31, 9 a.m.-5 p.m. (See ad page 23)

Location: 9665 Bellefontaine Rd., St. Louis, MO 63137
Questions? Contact Nate Markovich at 314-218-5518.



Retirees – We Haven't Forgotten You!

Come out to the retirees meeting the first Wednesday of every month at 11:30 a.m. Lunch served at noon. Good company, and all the updates on what's going on with active and retired carriers.

Retirees Picnic – October 1, 11 a.m., Creve Coeur Park

Mark your calendar and show up for a great time.

A FINAL WORD

Thank you to all the letter carriers who show up to meetings when I call and invite you. Keep spreading

the word. Bring another carrier with you next month. Let's keep building this thing together.

And please lift up **Dr. Barbara Anderson** and her family in your prayers. She's the force behind the Branch 343 scholarship, and her beautiful daughter **Stephanie** is in the middle of a tough fight. Hang in there sister, you've got this.

Remember:

Do your best. Leave the rest.

God bless. Don't stress.

Register to vote. Exercise your right to vote.

And thank you for coming.

South County ... *By Matt Gleiforst*

Hello from South County. As the summer starts drawing to an end it can feel like such a relief knowing that some fairer weather is ahead of us. Although it is still hot now, September is just around the corner and ready to bring fall weather. Unfortunately, that also means that our street times will start to count against us again. I hope that everyone has been working their routes appropriately and that we aren't all just running off our routes in an effort to get done early. In summer this can be tempting for us to get off the street before we succumb to the heat. Heck, there have been plenty of days that I have thrown DPS and a third bundle in while in the office so I could have an easier time out in the heat. Although it is true that summer numbers can't be used against us in the route adjustment procedure, starting in September, those numbers will count again. Therefore, I want to encourage everyone to get back into the habit of doing your routes the way you are supposed to according to the M-41. In other words, get ready to start protecting your routes again. Nobody wants to see another

station fall victim to these abusive six-day counts the management teams have been doing, eliminating far too many routes and wreaking havoc on those affected stations.

It is also important to remind all carriers that we must be professional when dealing with management, even if they are not always being professional with us. We had an incident here at South County last month where a carrier was put off the clock for threatening a supervisor. We need to make sure that we never lose our cool in such a manner. If we do not like what a supervisor is telling us, we need to talk to our shop stewards. It is our supervisor's job to communicate with us. Whether we like what they say or not, they have every right to talk to us. If we do not like what they have to say, it is best to listen, take a deep breath, walk away and tell our shop stewards about the situation. If we lose our temper and start yelling at them, we are very likely to receive discipline or maybe lose our jobs. Depending on the circumstances, there is no guarantee that we can come back from saying the wrong thing, so it is always the

best policy to remain silent until we have talked to our union representatives.

I would also like to remind everyone that we need to be as professional as possible and as helpful as possible when dealing with our customers on the street. Sadly, the image of our institution is not what it once was. Just by reviewing social media posts it is clear to see that the public has a lot of issues with the service they are receiving from the USPS. There is little that we can do to help with the speed of mail service, but we are the face of the company, and it is an honor to be so. Take your time to make sure the mail is being delivered correctly and take the time to talk to and to get to know your customers. They are after all the reason that we receive a paycheck. Let's keep them as happy as we can by doing our part since the folks above us on the pay scale clearly do not care anymore. It is up to us to make our patrons happy.

Until next time, keep your head held high and keep surviving!



Talk to Your Union: Your Rights Depend on It ... *By Steven Powers*



One of the most consistent problems I see as a union rep is finding out well after the fact that a carrier dealt with a serious issue on the job and never told anyone. Heat exhaustion, accidents, injuries, denied leave, being forced off their assignment, or being made to work in unsafe or unreasonable conditions – too many carriers either try to push through it, assume it's normal, don't want to rock the boat, or figure there's no point saying anything. That's a problem. The fact is **you should be contacting the union any time something out of the ordinary happens at work.** Not later. Not when it gets worse. Right then.

We've said it before, and it still holds true, management continuously does not do the right thing. Sometimes it's out of ignorance, sometimes it's deliberate, and sometimes it's because no one's holding any of them accountable. But when we aren't made aware of what's happening, we can't act. That delay can affect your pay, your benefits, your safety, and even whether the issue gets corrected at all. If you're dealing with heat exhaustion and you don't report it, you could miss out on proper medical treatment and continuation of pay if it worsens and you miss work. If you're injured and management doesn't assist or offer guidance with ECOMP on how to complete a CA-1, provide you with a CA-16, or if they just ignore it and don't take it seriously, it can jeopardize your OWCP claim and any protections you're entitled to under federal law. Further, if something hazardous happens and

it doesn't get addressed, that same issue could harm another carrier down the line. It's not only about fixing it for you; it's about making sure it doesn't happen again.

Contacting the union also matters because **a lot of carriers don't know their rights or the options available to them.** That's not criticism, it's reality. We're all working long hours under constant pressure, and not everyone has had time to sit down and read the contract front to back. But that's what we're here for. There are protections in the National Agreement and in various MOU and LMOU provisions that you might not be aware of, **protections you lose out on if you don't say anything.** We've had carriers denied annual leave even though there were open slots on the calendar. We've had carriers told they "have to" carry a completely different assignment other than their opt or bid. We've had cases where someone was sent out injured without medical clearance or threatened with discipline for trying to take care of their own health. None of that is okay, and all of it is grievable, **but only if we know about it.**

Just because something didn't seem like a big deal at the time doesn't mean it won't become one later. Sometimes what starts as a minor issue, snowballs into something with real consequences, missed pay, denied benefits, or even unwarranted discipline. The earlier we know, the more options we have to help. Letting the union in on the situation early lets us track patterns,

document what happened, and take the right steps to protect you. Waiting only helps management write their version of events unchallenged.

Don't assume management will always follow the rules. Don't assume your steward already knows what happened. Don't assume it's not worth bringing up. If something's wrong, say something. Fill out a PS-Form 3996 and speak to your steward, call the Union Hall, send an email, whatever you have to do, just make sure you bring it to us. We can't enforce your rights if we don't know they've been violated.

This union has always thrived because we have had each other's backs, not just when things are easy, but especially when they're not. Your willingness to speak up protects more than just yourself; it builds the foundation for better working conditions for every carrier who comes after you. Silence is complicity. It lets problems grow and allows unsafe, unjust, and illegal practices to become the norm. When you reach out and get the union involved immediately, you don't just safeguard your rights, you help create accountability and change. That one call, that one report, that one conversation can shift the balance of power and ensure you're never left to handle the fight alone. This is how we win. This is how we protect each other, every single day.

In solidarity ...

The "U" ... By Frank Enlow

Carriers, the first order of business is how could they let dumb and dumber oversee these route inspections. At this point, I truly believe there is no one in management that can read, because if someone could, they wouldn't have screwed the route adjustments up as badly as they did.

If the route inspection showed the routes needed to be adjusted, they were supposed to start with the junior carrier routes and work their way up, but dumb and dumber didn't read the bold print that stated what would happen if they failed to follow this process, and in this case, took senior carrier routes first.

If all other negotiations between union and management fail to rectify this matter, the last result will be that all the routes in the district will have to be posted for bid. Hopefully, it doesn't come to that.

For those of you carriers that were affected by managements stupidity, I know it is a big ask, but please give this process a chance.

Now!

Brothers and sisters, July 1 was a date that many carriers were looking forward to due to the changes with how overtime could be distributed. We still have the option of working no overtime at all, working overtime on your work assignment, and working up to 12 hours. But now, we also have the option to work overtime just on our non-schedule day, as well as

working more than 12 hours at 2½ times the pay rate.

But July 1 was just a continuation of the blind leading the blind. The higher ups gave instruction to management, not to bring anyone in that signed up to work their non-schedule day and continued to draft those carriers that did not sign up to work overtime and overworked some PTFs.

We were also told by our M.C.S.O. that no one would be allowed to come in on their non-schedule day until we were willing to do undertime. For those of you in management with short term memory, it was the carriers that gave when the workforce was depleted and now you want us work for free. Shame on you.

Brothers and sisters, I know its always about the money, but if they won't allow us to work during the week, why are we bailing them out by working on Sunday?

July 1st was also the beginning of the New Employee Retention and Mentoring Program. These are just a few changes union and management agree too.

During the new employee probationary period which starts on their hire date. Management is required to provide a copy of the carriers 30- 60- and 80- day review upon completion, to the union.

- Week one thru four, they are limited to 8 hours a day and 40 hours a week working in their unit and carrier craft only.
- Weeks five thru eight, they are limited to 10 hours a day

and up to 56 hours a week in their unit and carrier craft only.

- Weeks nine thru 11, they are limited to 11.5 hours a day and up to 60 hours per week.
- Week 12, congratulations. You are officially a carrier and can work up to 11.5 hours a day.

During this time, CCA and PTF schedules should be posted identifying their non-schedule day the Wednesday of the preceding week. CCA and PTFs, just ask if you need to change your non-schedule day. They will work with you if they can. And your first Amazon Sunday should be after your OJI training, and they are required to partner you with another carrier to show you how it is done and not just send you out by yourself.

The second part of this program is to provide a mentor to the new employee, that person might be the OJI or some other experienced carrier that can give them words of encouragement, and someone they can meet with as needed to discuss experiences or to address work related concerns or issues.

Brothers and sisters, the new employees will only be as good as the information you give them. If you feed them crap, 9 out of 10 times they will turn out to be that type of carrier. If you learn how to calm yourself and give them a chance to learn the job, some of them might just surprise you.

Until next time from the "U"



Do You Believe in Miracles?

... By Mike Laury, Retired Letter Carrier

In October of 1998, my dad lost his balance while fishing and fell in the drink at Lake of the Ozarks. Later, back at the cabin, and after changing into some dry clothes, dad proceeded to peel off the soaked bills from his wallet while his fishing buddies razzed him mercilessly about his slip into the lake. One of his buddies, Bill, said, "Chuck, I hope that's the last time you get wet this week!" Unfortunately, two days later, Dad would be chugging lake water again.

It was a beautiful October Thursday, shortly after lunch, and we had just gotten up on "plane" in Dad's 19-foot Bass cat, when we were suddenly and violently hit from behind by a 42-foot fountain speed boat, traveling over 60 miles per hour. The driver of the speed boat never saw us, and we never saw him.

Several months later, at the trial in the Camdenton court house, the water patrol officer testified that if the twin 440 props had hit us a couple of feet to the left, all three of us would have been cut to ribbons and they would have been fishing pieces of us out of the lake. It was a grizzly description of what almost was.

When the accident happened, Bill and I only sustained a few cuts and bruises. Dad was less fortunate. After a brief stay at the Lake Regional Hospital ER, he was airlifted to Mizzou's hospital. He went into a coma a couple days later. Ten days after that, my pops was transported by ambulance to St. Anthony's Hospital in South County. About a week later, a trio of neurosurgeons gave my family the devastating news. If dad lived, he would either remain in a vegetative state but more likely, our family needed to make funeral arrangements for our father. That was until I had heard about "the water."

I had gotten to know the owner of a hair salon on my route, and I began to share with her my dad's injuries, the accident and the team of neurologists' dire prognosis for my dad. "I have a friend," she said, "whose 17-year-old son wasn't supposed to survive a horrific motorcycle accident a year ago. That was until she was told about 'the water.'" She continued, "There

is a natural spring located deep in the woods near Eureka, Mo. that has 'healing properties.'" After being given some of the "miracle water," "motorcycle mom" blessed her son with the water and after a few weeks, the boy began his long journey of recovery. Linda, the hairdresser, gave me some of that water and told me to "bless" my dad with it. "You only need to believe a little," she told me. "God will do the rest."

All my family members had said their tearful good-byes the night before I brought the water to the hospital. My dad's brother was alone in the room with me that night when I told him about "the water." My Uncle Roland first looked skeptical, then looked at me and said, "What the hell, it couldn't hurt." So, we blessed dad on his ears, lips and forehead and then went home for the night, with little hope.

I was moping around on my route the next day when my wife called me on my cell phone and told me to "sit down." (I was certain that she was going to break the bad news to me that dad had died.) There was a slight pause before she told me, "He's getting better."

"What do you mean?" I said, a bit dazed and confused.

"Michael, dad's starting to get better. His lips and tongue are no longer swollen, and his pupils are responding to light."

During the next few weeks, Dad began to make an incredible recovery. Finally, after being away from home for nearly two months, Dad slowly got out of his chauffeured car, (driven by my mom) stretched his arms in the air and said, "Now that was a hell of a fishing trip!" I still call it a "Hell of a miracle."

*Believe
IN
Miracles*

RETIREE PICNIC AT CREVE COEUR MEMORIAL PARK

**LOCATION: TREMAYNE SHELTER OFF OF HWY. 141 AND MARINE DR.
WEDNESDAY, OCTOBER 1, 2025**

TIME: 11 a.m. until 4 p.m.

LOCATION: Creve Coeur Memorial Park

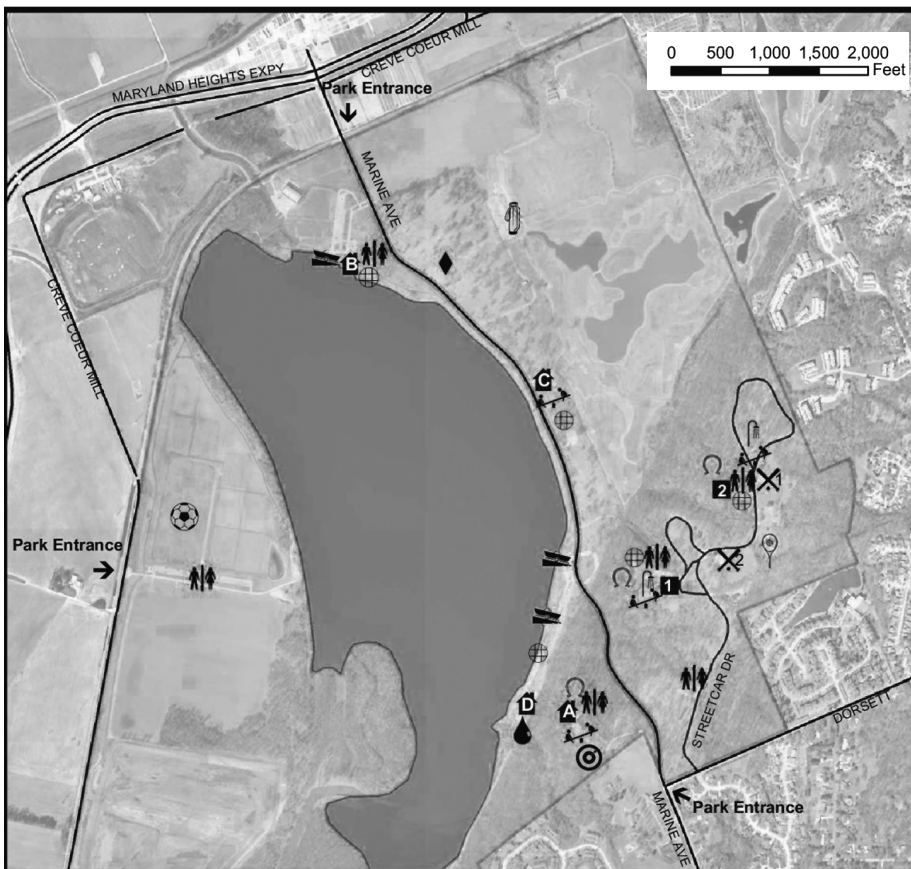
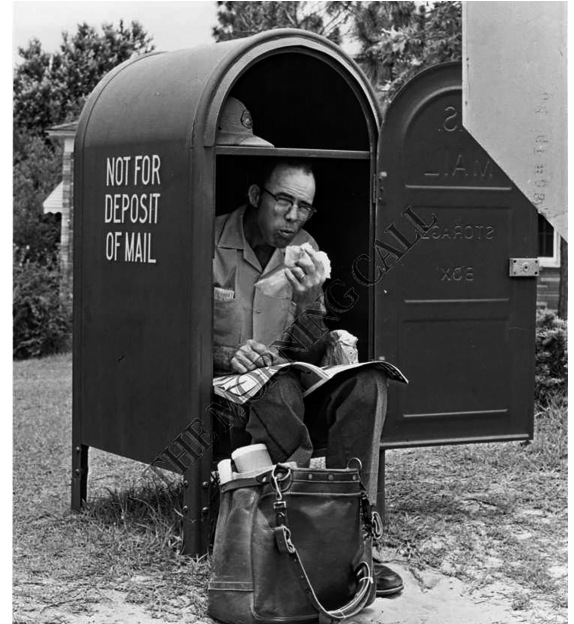
2348 Creve Coeur Mill Rd.

Maryland Heights, MO 63043

Tremayne Shelter "B" off of Hwy. 141 (Maryland Heights Expressway) and Marine Rd.

From Hwy 141 (Maryland Heights Expressway) turn on Marine Dr. Turn right to the **Tremayne Shelter** by the Boathouse.

From Hwy 270 take the Dorsett Rd exit west to the end of Dorsett and Marine Dr. Turn right, drive to the bottom of the hill all the way to the back of the park near the Hwy. 141 entrance. Make a left at the Boathouse.



St. Louis
COUNTY
PARKS

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

SHELTERS

- (A) Greensfelder
- (B) Tremayne
- (C) Heldman
- (D) Taco Bell
- Corporate Picnic Site

- Park Boundary
- Creve Coeur Lake
- Crystal Springs Golf Course
- Restroom
- Athletic Field

- Soccer Field
- Tennis Courts
- Sand Volleyball
- Horseshoe Pit
- Disc Golf Course
- Spray Fountain
- Archery Area
- Dripping Springs
- Boat Launch
- Playground

A Letter from “New” Postmaster General David P. Steiner

On July 15, I began my tenure as America’s 76th Postmaster General. I am incredibly proud and honored to have been asked to lead an organization that I have admired throughout my life and to now join all of you in our shared mission of service to the nation.

You should know that I believe strongly in the role of the Postal Service as a pillar of America’s democracy and economic infrastructure, in the important support and services we provide at every business and residence, as a positive and competitive force in the marketplace, and in our enduring mission to bind the nation together.

I am convinced that a strength of the Postal Service resides in our structure as a self-financing independent entity of the executive branch, functioning much like a business but with a public service mission. I am confident that we will be able to demonstrate that the Postal Service can operate successfully under this structure in meeting the financial and service performance expectations of the nation, and in so doing justify and preserve our independence far into the future.

While I certainly bring the perspective of an outsider, I know the Postal Service well enough to see that there is much to build upon in the years ahead. Recent transformation and modernization efforts have brought the Postal Service substantially closer to private sector logistics practices, and pricing and product strategies have improved competitiveness. Fully realizing the potential of this progress will be a priority, and I hope you will enthusiastically join these efforts.

I am most attuned to the foundation of our commitment to the American public: On-time delivery of their mail and packages. As someone who led a

large private sector logistics operation, I am certain that the Postal Service will continue to improve and achieve on-time performance objectives. Better operational performance is what our customers expect and meeting that expectation on a sustained basis will unlock strong long-term revenue growth, and for that reason driving continuing service improvement will certainly be a high priority.

The other major commitment of the Postal Service is to operate in a financially self-sustaining manner. While the impacts of inflation and the dynamic and changing business environment have negatively impacted our ability to achieve financial sustainability, we must reverse that trend. The Postal Service needs to be on a realistic path to match costs to revenues on a consistent, long-term basis. I believe this is achievable, but only through effective organizational commitment, alignment, and execution to drive new operational efficiencies and generate sustained revenue growth. These are complex challenges we will tackle together, but I am confident we can do so successfully.

I am fundamentally someone who embraces the effort of tackling difficult problems and I am committed to the process of finding lasting solutions. In my experience, the best solutions result from a lot of listening, understanding varied perspectives, finding commonalities to rally around, and defining courses of action that provide long-term meaning and value to all involved.

I will be engaging with our various management teams and visiting facilities, meeting with you and our postal unions and management associations, and other interested stakeholders, because it is important to me that we

build and align the organization around strategies that strengthen our business and reflect and accommodate the widest set of needs.

As we move forward, I will also prioritize strengthening the Postal Service reputation, brand and culture. My aspiration is that every employee can be proud of their work at the end of every day, proud of their colleagues, and proud of the organization, our mission and our performance. All of this depends on aligning around the right goals and putting every employee in a position to perform at a high level so that the organization can perform at a high level. The Postal Service has a rich history and rightly benefits from a deep reservoir of goodwill and support from the American public. I look forward to our collective efforts to earn more of their goodwill, and hopefully a larger share of their business.

As I start my journey with the Postal Service — and I will take it as an auspicious sign that next week the Postal Service will observe the 250th anniversary of our founding — I do so with great enthusiasm and reverence for the institution. I intend to be a strong advocate for you and your work, and for our customers, and I am confident that together we will shape a stronger future for the United States Postal Service and a stronger future for you and your loved ones.

My final thought, but the most important tenet of my beliefs, is that I want each of you to return home safe at the end of every day, so please always be safe yourself, and demand safety from your colleagues. We have a lot of goals, but none are more important than your safety.

I look forward to working with all of you.

Join us at our "New" location

ROLLING HILLS GOLF CLUB

REGISTER YOUR TEAM TODAY!



38th NALC Br. 343
Golf Tournament for
Muscular Dystrophy
ENTER NOW!

WHEN: 8 A.M. OCTOBER 12, 2025

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

COST: \$85 PER PERSON (\$340 PER TEAM)
Price includes 18 holes of Golf, Electric Cart,
Prizes, Refreshments, Buffet Lunch, Burger,
Bratwurst, Baked Beans, Potato Salad

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 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 10, 2025

Summary of Branch Action

MSC To pay the branch bills.

MSC That the branch send an additional officer with the branch president to the committee of presidents' meeting in November and pay expenses.

MSC That the branch petition the NALC president to hold a special one-day meeting which will be held in conjunction with the upcoming fall national RAP for the purpose of presenting resolutions and amendments to be considered for the upcoming contract negotiations.

Recently Retired Members

Larry Adams Normandy 6/27/2025
 George Benson III..... Gravois 6/24/2025
 Marilyn Krieger..... Maryville Gardens 5/30/2025

Deceased Member

Louis Stagner Gold Card 6/24/2025



MDA GOLF TOURNAMENT
 SUNDAY, OCTOBER 12, 2025

VOLUNTEERS NEEDED

CONTACT:
 BRIAN LITTEKEN AT
 314-241-4297 EXT. 2

New Members

Korey Brown..... Affton 6/28/2025
 Kendall Carter..... Maryville Gardens 6/6/2025
 Robert Collins West County 5/30/2025
 Sholez Curry..... Normandy 7/3/2025
 Tomiqua Estes Affton 6/14/2025
 William Gleeson Park Hills 6/28/2025
 Ericka Gray Jennings..... 6/14/2025
 Justin Hopkins Maryville Gardens 5/30/2025
 Carlos Humphrey Jr. ... Weathers 5/30/2025
 Christopher James..... Rolla 6/28/2025
 Mercedes Jefferson.... Clayton..... 6/14/2025
 Ronald Kammerer Normandy 6/28/2025
 Leslie Loma Normandy 6/28/2025
 Nykolus Luck..... North County..... 5/30/2025
 Monet Miller..... Normandy 6/28/2025
 Kevin Mueller Weathers 5/30/2025
 LeMichael Pigram Jr. ... Gaffney 5/30/2025
 Maya Riggins Gaffney 5/30/2025
 Donnie Russell Jr. Gaffney 6/14/2025
 Chandler Scott..... Gaffney 5/30/2025
 Felicia Shipp..... Kirkwood..... 5/30/2025
 Anthony Smith Clayton..... 6/14/2025
 Daja Smith Normandy 6/28/2025
 Taylor Stroud Affton 6/14/2025
 Vincent Waeltermann Normandy 6/28/2025
 Armoni Williams..... Mackenzie Pointe 6/14/2025
 Ausrian Williams..... Town & Country..... 6/28/2025
 Thomas Young..... Normandy 6/28/2025

BRANCH MEETING ATTENDANCE PRIZES

- | | |
|----------------------------------|---------|
| 1. Cardinals vs Atlanta Braves | July 13 |
| 2. Cardinals vs San Diego Padres | July 27 |
| 3. Cardinals vs Miami Marlins | July 28 |
| 4. Cardinals vs Miami Marlins | July 29 |
| 5. Cardinals vs Miami Marlins | July 30 |



\$52

Mike Weir, Retired
 Naomi Paster, So. County
 Dan Brauchle, Retired
 Brian Gray, Southwest
 Steven Powers, Fenton
 Saronda Sutherland, Clayton

Highlights

The meeting was called to order at 7:37 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.

NBA's Report, Larrissa Parde: The NBA office is preparing for its second phase of steward college in St. Louis. In Dave's article, he wrote about the heat illness and how a letter carrier has recently been affected. The carrier sought medical attention due to her illness, and management issued her a seven-day suspension. Larrissa advised everyone to take care of themselves and call 911 if you believe it's necessary for your well-being. The New Employee Retention requires the steward and management to take the training together. Larrissa thanked everyone who sent messages to their senator via the NALC website.

Retirees Report, Tom Schulte: They had 31 in attendance. The retiree picnic will be Wednesday, October 1 in Creve Coeur Park, at the Tremayne Shelter which is right on the water.

Labor Council Report, Frank Enlow: Frank asked that we reach out to Josh Hawley to say no to cutting Medicaid. The City of St. Louis is supposed to donate \$30 million to help the tornado victims, but they have not decided how it should be used. Pam Stepney advised that the Labor Celebration Parade (held on Aug 24) will be in Florissant. She said to please wear a clean uniform.

Health Benefit Report, Barry Linan: If you are not in the NALC Health Plan, you should consider joining during the open season. If you are in the plan and have received certain services, you should receive a debit card from TASC, which can be used for medical expenses. The amount on the card may vary, depending on the service you received.

Mound City Carrier Report, Tom Schulte: Tom spoke on the scholarship report and encouraged everyone to read the winners' profiles. He stated that the date and time for the retirement seminar is Sunday, July 13 from 10 a.m.-2 p.m.

Haake Scholarship Report, Pam Stepney: The scholarship committee will have dinner with Barbara Anderson and her committee to thank them for their work on the scholarship. Pam also asked us to keep Barbara's family in prayers as her daughter is ill.

OWCP Report, Barry Linan: Read Barry's article in the July MCC about injury comp, which pertains to things management should and should not do when it comes to on-the-job injuries.

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

Political Action Committee Report, Mike Weir: Mike read the name of the most recent contributor.

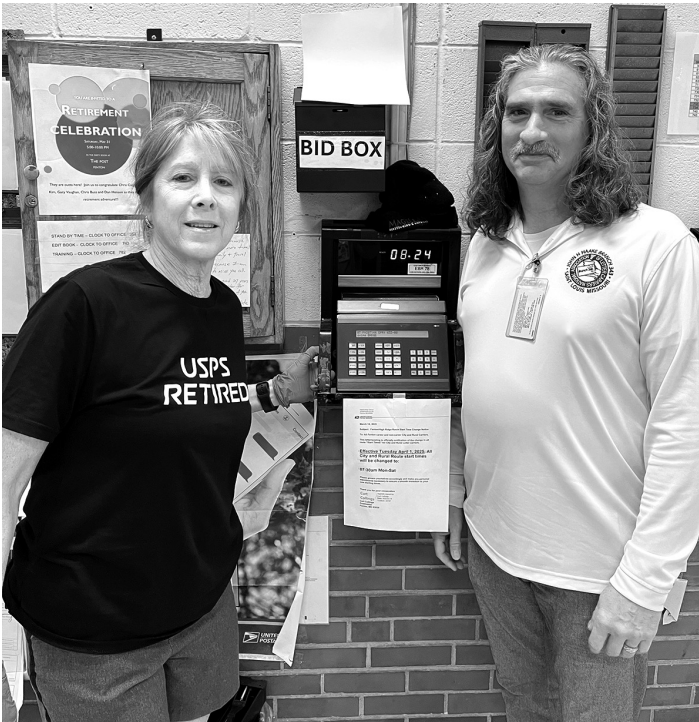
Legislative Report, Mike Weir: Mike gave a brief synopsis of the resolutions before us. He spoke on the "No Kings Protest" held in Ballwin. He advised that the items that were in the Big Beautiful Bill which affected letter carriers, were taken out prior to its approval. He asked all to contribute to the Political Action Fund and Letter Carriers Political Fund.

Executive Vice President/Treasurer Report, Brian Litteken: Brian asked for people to step up to be mentors to the new employees and he described the responsibilities of the mentor. The new database is up and running and we are expecting the Step A's to have access soon. There will be elections held in September for people who qualify to go the State and National Conventions in 2026.

Vice President/Financial Secretary Report, Marvin Booker: He gave his report for June and advised that there will be no Bloody Mary's served at the Labor Parade, by Branch 343.

President's Comments, John McLaughlin: John spoke on the New Employee Retention program and how the training was not started until the program started. He also mentioned how the process works. John referred to the LMOU and management's failure to participate, specifically the postmaster. He and the postmaster were to meet on July 8, but that meeting was cancelled by management. There is another one scheduled, which the postmaster will not be attending. John does not believe that meeting will be productive either. John spoke about the Labor Celebration Parade to be held August 24 in Florissant and made it clear that there would be no food at the Union Hall following the parade.

Respectfully Submitted,
Richard Brown, Recording Secretary



Fenton letter carrier Chris Buss receives well wishes on her recent retirement from Br. 343 Exec. V.P. Brian Litteken



Displaying the St. Louis Proclamation designating May 10 as Letter Carrier Food Drive Day is Sonja Gholston-Byrd, VP Labor Engagement, United Way; Br. 343 VP/Fin Sec. Marvin Booker; and retiree Pamela Stepney.



Gravois letter carrier Jesse Montgomery receives congratulations on his retirement.

Front: Angelo Payne

Back row: Andy Garces, Deon Littlejohn, Jesse, Br. 343 President John McLaughlin and Meaghan Lakey.



Tom Grafton is presented with his 55-year union pin from region 5 NBA David Teegarden, Tom, Br 343 President John McLaughlin and Retiree Chairman Tom Schulte.

Political Action Honor Roll

RICHARD RHYNER★★★★★
JOE FITZJARRELL★★★★★
JOE POLITTE★★★★★
ART BUCK★★★
TONY JASPER★★★
LYNN RAY PRATT★★★
IN MEMORY OF JIM ROBERTS★★★
MIKE WEIR★★★
CATHERINE CIARAMITARO★★

JOHN HAAKE★★
LAWRENCE McHAYNES JR.★★
KEN MEYER★★
MARVIN BOOKER★
DAN BRAUCHLE★
JIM BRUGGEMAN★
JOHN BUCHHEIT★
JOE CANMAN★
BEVE CREELY★

ROBERT EVERS★
SAMUEL GOODMAN★
ROY HATCHARD JR.★
GENO IBERG★
ED JOHNSTON★
LAURA KEIM★
MEAGHAN LAKEY★
BILL LISTER★
JOHN McLAUGHLIN★

NICKI L. PRADO★
SHONNA RANDLE★
IN MEMORY OF JOSEPH P. REGAN★
MICHAEL RHODES SR.★
TOM SCHULTE★
PAMELA STEPNEY★
NBA DAVID TEEGARDEN★
DEAN WERNER★

DAN BRAUCHLE
DON CHARTRAND
ROBERT ECKER

FRANK ENLOW
ROBERT EVERS
JOHN HAAKE

LAWRENCE McHAYNES JR.
GARY ROBERTSON
DENNIS STEGMANN

SARONDA SUTHERLAND

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

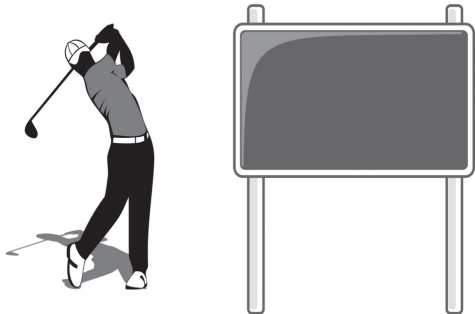
(Donations are not tax deductible)

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

PLEASE BE ADVISED IN REGARDS TO ANY ARTICLE SOLICITING CONTRIBUTIONS TO THE LETTER CARRIER FUND OR OUR OWN POLITICAL ACTION FUND

By making a contribution to the Letter Carrier Fund or our local Political Action Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund and Branch 343 Political Action Fund will use money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not tax deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund and Branch 343 Political Action Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

MDA GOLF TOURNAMENT



THIS HOLE SPONSORED BY:
DON'T YOU WANT YOUR STATION'S NAME HERE?
COLLECT \$100 FOR MDA

BRANCH 343

Softball Tournament

Sunday, August 31, 2025
9 a.m.-5 p.m.

Bellefontaine Park
9665 Bellefontaine Rd.
St. Louis, MO 63137

All stations welcome!

Contact Nate Markovich at 314-218-5518

John H. Haake BRANCH 343

—OFFICERS—

John McLaughlin President
 Brian Litteken Executive Vice President/
 Treasurer
 Marvin Booker..... Vice President/
 Financial Secretary
 Richard BrownRecording Secretary
 Frank Enlow Sergeant-at-Arms
 Saronda Sutherland MBA Representative
 Barry Linan Health Benefits Representative

BOARD OF TRUSTEES

La'Tecse Litteken Shonna Randle
 Germaine Anderson Nathaniel Markovich
 Michael Rucker

CORRESPONDENT POSTAL RECORD

Tom Schulte

MEMBER-AT-LARGE NEGOTIATING COMMITTEE

Jerry Cantrell Lamont Broomfield
 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

Published monthly by NALC Branch 343
 Contents may be reproduced by NALC
 publications — Just mention Branch 343.

STAFF

Tom Schulte Managing Editor
 Brian LittekenEditor
 Barry Linan Editor
 Meaghan LakeyEditor
 Matt Gleiforst.....Editor

ADVISORY BOARD

Brian Litteken John McLaughlin

All correspondence and all articles intended
 for publication in this paper should be
 addressed to:

Tom Schulte, Managing Editor
 1600 S Broadway
 St. Louis, MO 63104-3806
 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
 — neither do they necessarily express the views of the
 editor nor that of Branch 343 N.A.L.C.

Articles may be edited for brevity and potential libelous
 statements.

LETTER CARRIERS BUILDING BRANCH OFFICE

1600 S Broadway
 St. Louis, MO 63104-3806
 314-241-4297

President: 314-761-1784
 EVP: 314-753-1699
 VP: 314-517-3200

Hours: 8 am - 5 pm (M-F)
 8 am - Noon (Sat)

Fax: 314-241-2738

Website: www.branch343.org

HEALTH BENEFITS HOT LINE

Barry Linan — Hall: 314-241-4223
 Tuesday 8 am to 5 pm

WORKMEN'S COMPENSATION HOT LINE

Barry Linan — Hall: 314-241-4223
 Wednesday 8 am to 5 pm

SAFETY & HEALTH

Richard Thurman, Creve Coeur
 314-218-4829

EEO REPRESENTATIVE

Andrew Garces
 314-353-5702

MBA LIFE INSURANCE

Saronda Sutherland, MBA
 314-623-9354

FOR PERSONAL HELP CALL: 1-800-EAP-4-YOU

NBA OFFICE

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

RETIRED MEMBERS MEETING

LETTER CARRIERS BUILDING

1600 S Broadway

1st Wednesday of the month.
 Lunch at noon, meeting at 12:45 pm

Tom Schulte, Chairman636-255-3057
 Ray Breakfield, Vice Chairman573-358-5266
 Mike Chenot/Kevin Welby, Treasurers..314-779-3356
 Nicki L. Prado, Recording Secretary.....314-241-4297

Deadline for articles for the SEPTEMBER issue is AUGUST 18, 2025

★ ★ ★

REGULAR BRANCH MEETING THURSDAY, AUGUST 14, 2025 7:30 pm

★ ★ ★

SHOP STEWARDS MEETING THURSDAY, SEPTEMBER 4, 2025 7:30 PM

The Letter Carriers Building
 1600 S Broadway



Non-Profit
 Organization
 U.S. POSTAGE
PAID
 St. Louis, MO
 Permit No. 1452

John H. Haake Branch 343
MOUND CITY CARRIER
 1600 S Broadway
 St. Louis, MO 63104
ADDRESS SERVICE REQUESTED