

BUCKEYE BRANCH 78

BULLETIN

Columbus and Central Ohio



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REYNOLDSBURG

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SEPTEMBER 2021



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VOL. 41 NO. 9

PRESIDENT'S PAGE



Todd Hornyak

We held our first in person branch membership meeting since October on August 11. We also broadcast the meeting via zoom. I feel the meeting went well. I

am planning on having the meetings on zoom as well as in person for the immediate future. I would like to thank Region 11 National Business Agent Mark Camilli, who attended the meeting and updated the membership on all the latest information from national.

Most carriers received their retroactive pay on their August 20 paychecks. Backpay for some former city carrier assistants that were converted to career status between November 23, 2019 and April 9, 2021, must be calculated manually, resulting in a delay in payment. Backpay was calculated for all paid hours between November 23, 2019 and April 9, 2021.

Retired and separated employees that worked during the backpay period will be paid by check mailed to their last work location. Retroactive pay adjustments for now retired letter carriers may result in adjustments to annuities. The Office

of Personnel Management will make any necessary annuity adjustments.

The fourth regular Cost of Living Adjustment under the 2019-2023 National Agreement will be \$1,934 annually for letter carriers in Table 1 and at Step 0 of Table 2. Cost of living increases are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement. This adjustment will be effective August 28 and reflected in paychecks dated September 17.

The Postal Service has revised the mask policy. All employees are required to wear face coverings in the following situations regardless of their vaccination status, or until further notice:

- When there is a local, state, or tribal face covering order or directive in place; or
- When an employee who does not deal directly with the public and cannot achieve or maintain social distancing in the workplace.

The Ohio State Association of Letter Carriers held a state board meeting in Columbus on August 18, 2021. It was decided at the meeting that Columbus will host the 71st Biennial Ohio State Convention at the Hilton Columbus Downtown

August 3, 2023, to August 5, 2023. This will be the first state convention hosted by Columbus since 1991. The branch will be forming a convention committee to prepare for the convention. If you are interested in volunteering, please contact the Union Hall. The State Association has postponed the Washington DC legislative seminar scheduled on September 29 and 30, 2021.

I would like to congratulate Steve Thurman and Mindy Murphy from Reynoldsburg Post Office on their recent retirements. I wish them the best on their retirement. Please attend our September Branch meeting in person September 8, we will also be utilizing Zoom. Information regarding the meeting can be found on our Branch 78 website www.nalc-branch78.org. I look forward to seeing you at the meeting.

Fraternally
Todd Hornyak

**REMEMBER to
JOIN us for our
BRANCH MEETING - 6:30 P.M.**
Second Wednesday of
each month
at the Union Hall
or by ZOOM

FROM THE VICE PRESIDENT



Mark Beach

Some things just don't go as planned. Arriving at the union hall bright and early this morning, I had a long list of copying, processing and handling of grievances I had planned to do. Debated on Sunday, about going in but chose instead to stay home and washed eight loads of uniforms for new CCAs and did some yard work in between. When I arrived at the Hall found the power out. My backup plan was to get on my laptop to write this article. In stark contrast the USPS seems to have no alternative plan to hire and retain City Carrier Assistants. During the recent Joint Article 8 training, are labor specialist suggested to the Postmaster that he get the union President involved in the hiring process. The Postmaster's response was "we have a plan in place." Yet two job fairs later we continue to see clerks hired in Columbus and several surrounding associate offices while the CCA compliment shortages continue to grow larger. The plan is clearly not working.

Here are ten tips the union offers management to instantly improve our hiring and retention.

1. Have separate job fairs for the carrier craft positions.
2. Have a union official at the job fair in uniform to explain the differences between clerks and carriers.
3. Have pay charts and average conversion times to regular posted so applicants can see the differences of how much quicker carriers are making

regular and how much more their overall salary.

4. Have the union official explain the effects that sorting automation has had on the clerk craft and that there are less clerk positions available than carrier positions.
5. Hire the CCAs right away and send them out for an entire week with a trainer before the Carrier Academy so they have an honest opinion of the carrier job.
6. Stop being dishonest with new employees. If you tell them they will be left at a certain office for 60 days then do it; or how much they will work and keep that promise.
7. Communicate the expectations and requirements to new employees. Make sure people doing orientation know the requirements and job description of a CCA.
8. Hire a massive number of CCAs at once and train them so we have the numbers to make an actual impact. Stop blaming the arbitrators for holding management accountable for violating the contract. Stop blaming the union and labor for the retention of bad employees when they get off because management failed to write them up correctly. Also promptly pay grievance payout settlements. It is a labor law violation that effects the trust between you and craft employees.
9. Follow up the hiring email with a phone call to make

sure the candidate got their job offer.

10. Put a new person in charge of hiring and posting. The current person clearly is not during their job.

Here is another useful idea, start treating new hires and craft employees like they are valuable members of the team. Abide by the contract, especially the contractual carrying limits of 12 and 60 and ELM 432.32 for CCAs. By ignoring these limits, management now may be putting carriers at risk with the heat and extended hours.

Management needs to stop carrying mail, sorting parcels and figuring out ways to make carrier lives miserable with creative new ways to break the contract. The recent joint Article 8 training managers and supervisors made it clear that they were trying to abide by the contract but were being ordered by MCSOs and Postmasters to violate the contract. Management needs to focus more on hiring, retention, benefits and customer service and less on doing craft work.

Management fails to make use of injured carriers and work within their restrictions instead sending them home on OWCP. Many stations visited have list carriers throwing parcels, a backlog of Electronic Customer Complaints (ECC) and markup mail. Yet management tells injured carriers there is no work available, sends them home, in an effort, to bully them back to full duty.

It is a truly sad situation of what our area has become, especially the Columbus Installation. Management says they can't hire enough

Continued on page 4

MILLERS MUSINGS

Hard to believe it is almost September, with the heat as intense as the Mohave Desert; it is difficult to imagine fall is imminent. The fall brings a number of events to prepare ourselves. Some may not be aware of the history of charitable service the NALC has provided communities for many years. Below is reprint President Rolando's message about the Combined Federal Campaign (CFC). Fall is the time of Open Season for selecting a health benefit plan, changing amounts of Thrift Savings Plan allotments.

"As federal employees, letter carriers can make charitable donations through the world's largest annual workplace giving program, the Combined Federal Campaign (CFC), through deductions from our paychecks."

"Letter carriers are known for taking care of our communities," NALC President Fredric Rolando said. "The CFC is a convenient way for letter carriers to support their favorite charities."

Pledges made by donors during the campaign season support eligible non-profit organizations chosen by the donor. The 2021 campaign begins on **September 1, 2021 and ends on January 15, 2022.**

CFC makes it easy for all federal employees to donate online and giving federal retirees an easy option for donating through deductions from their annuities. To donate online, an employee needs to register an account at givecfc.org.

Carriers can choose the charity or group of charities they want to support from a list of more than 2,000 eligible charities, and an amount they choose will be de-

ducted from their paychecks each pay period and automatically sent to each charity.

"The combined effort of letter carriers and other federal employees makes a huge difference to the charities that support our communities each year," Rolando said.

All letter carriers can participate in the CFC.

Rolando asked NALC members to contribute through the CFC in addition to the other ways they support the community.

"Each day, within the communities where we live and deliver the mail, many of us encounter people who are enduring real-life problems," Rolando wrote. "Throughout the year, we help our communities in a number of ways while looking after those who are vulnerable. In addition to what we do each day in the neighborhoods we serve, the Combined Federal Campaign gives us an easy way to contribute money through payroll deductions to the charities you care about."

Representatives used to spread CFC information in the stations on the clock but moved to all electronic campaigns. I doubt that we reach as many people as in the past but it is good to continue donations through payroll deductions.

Open Enrollment will be in about two months, I always encourage to research which health plan will be best for your family's needs. You do not want to wait till the last week to sign up since many people procrastinate and cause systems to crash when deluged. Don't wait and wind up stuck with a plan you don't want because you waited to late. Pay close attention

to the premiums; the last several years Self Plus One has cost more than Self and Family, be aware.

One of the most important parts of your retirement is Thrift Savings Plan (TSP). The best time to start saving is when you are young. Take full advantage of the matching. If you only contribute that full matching amount, do it, otherwise you're rejecting free money. The other reason to start early is the market is cyclical, it goes up and down; if you start early you allow yourself more time to recover from down markets.

Look into the Life Cycle Funds that help change the types of risk based on your projected retirement year. The other important feature is

Continued on page 5

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Vice President	Mark Beach
Recording Secretary	Trevor Payne
Asst. Secretary/Editor	Yana Miller-Farney
Financial Secretary	Jason Fry

Views expressed are not necessarily those of the Branch.

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Retirement Pins



Jason Fry, Todd and Valeria Davis receive 25 Yr Pins.

Continued from page 2

people but have had hundreds of qualified people pass through the door; only to resign after they see how horribly management treats new employees. It is time the local USPS become a partner with the NALC to resolve some of the reoccurring issues. If the current Columbus Postmaster, his team, along with understaffed offices like Pickerington and Hilliard can't figure how to hire and retain people. Then it is time for the district manager to replace them with someone who can. Hopefully, Mark Camilli's

Mark Beach, V.P.

A cartoon illustration of three men in a car labeled "CAR POOL" driving away. One man is shouting "ATTEND YOUR MEETINGS!" in a speech bubble. The car is moving quickly, indicated by motion lines and a cloud of dust behind it.

MAKE AN ACTIVE UNION



Congratulations
Retire



Steve Thurmond retires from Reynoldsburg Post Office.



Mindy Murphy with her husband retired Reynoldsburg carrier Mike Murphy and their son Micheal .

**COME TO THE
RETIREES MEETING
FIRST TUESDAY
OF EACH MONTH**



Millers Musing

Continued from page 3

the low cost of fund management. People will try to get you to move your Thrift to outside brokers but they all charge much higher management fees per thousand dollars, plus a lot of small print fees that suck away from your monies. Investigate and participate, you'll be glad you did.

Wear your seatbelts and wear them correctly. I observed a carrier at a traffic light, door open, NO seatbelt, turning left on to a seven lane road. I did the Mom Dance, fasten your seatbelt and close your door going through an intersection! Oh my goodness, I still get chills thinking about this. Please do not take chances with your life and follow the safety rules regarding seatbelts. If you have not been vaccinated against COVID, DO IT! The sooner we're all vaccinated the sooner we can kick COVID in the butt! Lastly, a reminder to stay hydrated and protect your health in this heat.

Submitted by
Yana Miller-Farney



Gahanna settlements for just one week. Management please stop violating the contract.

RETIREES CORNER

Retirees, did you know we are back to having our RETIREE'S MEETINGS. They are the first Tuesday of each month at 1:00 PM at the Union Hall. Please come out to meet your fellow retirees and share what you have been doing since retiring. Get updates on what the union has been working on for retiree.

It's time for the Annual Retiree Dinner. If you are planning to attend, please contact the Union to purchase your tickets. We will have to give Villa Milano a head count by 09/16/21. We need to know how many plan to attend. Send for your tickets for this special day.

Valeria Davis
Director of Retirees

Annual Retiree Dinner

Attention All Members You're Invited

When: SATURDAY, OCTOBER 16, 2021
Where: VILLA MILANO BANQUET CENTER
1630 SCHROCK RD
COLUMBUS, OHIO 43229

**COME HONOR OUR NEWEST GOLD
CARD RECIPIENTS
HAVE A GREAT MEAL**

Time: Social Hour 6:00-7:00 PM

Dinner: 7:00 PM

Tickets: Retirees and Guest \$7 each

Active and Guest \$10 each

SPECIAL GUEST

NALC National Officer

For Reservations Contact

Branch 78

614-279-2778

or contact your shop steward

AUGUST 2021 BRANCH MEETING MINUTES

Meeting called to order at 6:32 by President Hornyak; Pledge led by Ray Mitchell; Invocation by Val Davis. Moment of silence for members who have passed and Richard Trumka, President AFL-CIO, on August 5. Deviated to welcome NBA Mark Camilli.

Spoke on back pay, possibly by 08/20/21. Any retirees still active on dates of raises would get the adjustments. There are work groups at Headquarters studying recruitment and retention of new CCAs, two trials to have CCAs work up to 6 hours the first three weeks; establish Senior Carrier/CCA Mentorship in stations. No new vehicles before 2023, carriers have been to Oshkosh to view prototype, two from Region 11, had to sign Nondisclosure Agreements, so limited on shared details; plant to be in Spartanburg, TN, pleased with what they saw. Optimism on Postal Reform HR 3076: repeal prefunding, Medicare Integration (2023-2024) for 64 and under, Part A hospital free and Part B \$148.50/mo; Medicare 80% and NALC 20%; six day delivery mandated by statute. PMG, Mailers and Unions in agreement. HR 82 to repeal GPO and WEP. Infrastructure to provide charging stations for electric vehicles. Reviewed the Discussed the DU (Delivery Unit) Sorters, that handle 4500-5000 parcels/hour, that would increase carriers getting to the street quicker and doing less clerk work. The new JCAM is available electronically; since a joint project hard copies not in print but should be soon; each delivery unit is to be provided a copy. The mandated management Article 8 training has been completed. Due to COVID, regional RAP sessions have been postponed for now, hoping to have one March 6, 2022 in Cincinnati, OH. Concerns about rate hikes with service cuts/slowdowns sent to Mike Kubiachi, PRC makes these decisions. Thanked Mark for his input. Resumed regular order of business.

Yana read July minutes; three corrections: fourth COLA not yet determined, \$100 million spent of the \$540 million EF-EL monies and 200 backlogged cases from the Branch.

Mark Camilli reported there are 208 cosponsors and six from Ohio, read their names; Balderson, Beatty and Tim Ryan among them. HR 4268 to allow CCAs and TEs to buy back time similar to Military time, no co-sponsors yet. More COLA discussion, Retiree COLA likely finalized in October, paid proportionately.

Doug Gulley spoke on Tim Ryan running for open Senate seat, has been a friend to carriers; no endorsements at this time.

Trevor Payne, no communications, read Bills List and 9 applications for membership. Welcome them and help them adjust and stay.

Mark Beach: Managers, PM, MCSOs and Stewards attended Article 8 training by RAA John Collins and Labor Relations Rep. OWCP training by Doug Lawrence, CS, on ZOOM for September Steward meeting.

Valerie Davis held first Retiree Meeting Aug 3 since COVID. Thinking of sending post cards or writing letters, bring a friend to meetings to generate participation. They might work on sorting uniforms. Retiree Dinner October 16 at Villa Milano. About fifteen for Meet & Greet and welcome anyone that wants to drop in during their meetings.

Ramon Lawson: MBA offers automatic Accidental Death benefit up to \$5000 to members, at no cost. Call about MBA supplemental, whole and term life plans. There have been problems with reporting dependents, contact HRSC.

With unvaccinated individuals, try to be patient with one another. Wear your seatbelts, properly. Stay hydrated in this weather! Jason added each office has a budget to provide water, if they are not, report to Safety at 614-472-0290. Jason Fry read the Treasurer's Report.

NEW BUSINESS

Mark Beach made a motion, seconded by Don Shepherd, to spend \$1160 to send Todd Hornyak to the Gary Porter: COVID on the rise; possible mask mandate coming; lots of frustration about having to work Fall Committee of Presidents (COP) 10/23-25/21 in St. Petersburg, FL. Motion Passed

Ramon Lawson made a motion seconded by Myron Miller, to spend up to \$960 to purchase new phones with VOIP capabilities. **Motion Passed**

John Collins did pre Arbs in Columbus 07/12-16/21; met and resolved three impasse LMU for Columbus, Reynoldsburg and Canal Winchester.

Eric Poston, President Br 40 Cleveland, did a great job hosting OSA Convention 07/23-24/21. Columbus tentatively, to host 2023 OSA Convention. OSA Board Meeting 08/18 in Columbus, will discuss with Hilton, 401 N. High St; no union members on staff.

Brian Renfro recapped last 18 months; changing districts from 67 to 50; 83 carriers nationally, 8 from Ohio passed from COVID; Back pay should be on Aug 20 check pp17, retired carriers checks mailed to office of record.. OSA Washington DC Legislative meeting 09/29-30/21, we may send 6-8 members from Branch.

USPS announced changes in service standard. USPS Bd of Governors met on August 6, Ron Strohman stated the changes are ill conceived considering the minimal savings, \$165 million; the negative effect on public, mailers, small businesses, slowing mail, lowering service standards for first class is not supported by them or NALC..

COVID memos extended through September 30, 2021. Formal route inspections German Village 09/11-17/21 and Bexley 09/18-24/21; Branch will provide training the Thursday before inspections begin.

Received regional arbitration decisions for Admin Leave for Livingston at 100% from Arb. Barrett plus \$2000 for Branch 78 for repetitive grievances; Gahanna awarded Admin Leave at 150% and pay Branch 78 \$500 by Arb. Braverman. Stewards and Formal A reps worked hard to get these awards. Both Arbitrators instructed management to train supervisors and managers on Article 8. Joint training held August 3, 4 and 5 by John Collins, Reg 11 and Shane Hensley Central Area Manager of Labor Relations; five Arbitrators have awarded Admin Leave and orders to maximize the list; makeup training 8/11/21 for managers and stewards that missed the previous dates, PM Grubb attended today; Reg 11 NBA Mark Camilli attended 8/4 and 8/5. 8/4 visited UA in an unsafe corner of MO; 08/5 visited OP, carriers still doing clerk work, forced OT. Job Fair with 250 attendees told to apply online; 08/19 a new job fair, supposed to have people with laptops to assist in applying per Hensley. Consolidated Casing Arbitration scheduled for 08/13/21, Larry Kania from Buffalo is the union advocate.

Congratulated Val on the Retiree Event 07/15, cookout and games; Retiree Dinner 10/16/21, tickets available from stewards and union hall.

Grievances in Columbus backlogged at Formal A and DRT, approx. 250 cases now.

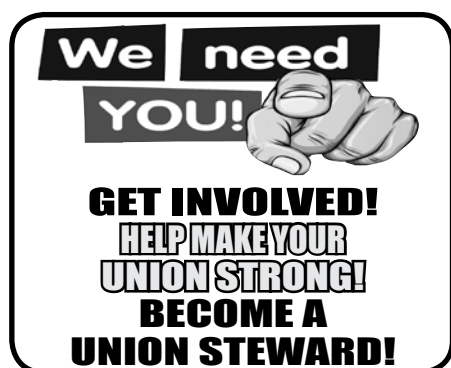
Branch Class Action decision from DRT that management must abide by Audit Process decision Agreement, Dean Peruzzi will review clock rings. Branch Class Action decision from DRT that new Call In Policy was rescinded.

Ohio Business Systems, new copier on back order, hopefully delivered by mid August.

LMOUs for Columbus and Canal Winchester need signed. East City had a positive COVID case but no announcement or stand up talk.

Retiree Dinner tickets should have Retiree Dinner in the check memo, send a stamped , self addressed envelope to return checks. Jason Fry and Valeria Davis presented with their 25 year pins. Invited Mark Camilli to attend the dinner. **Meeting adjourned.**

Submitted by Yana Miller-Farney



In Sympathy

*The members of Branch 78
wish to express our condolences to the family.*

Richard Trumka 7/24/1949 - 08/05/2021.

Buckeye Branch 78
 1029 Harrisburg Pike
 Columbus, Ohio 43223-2524
 National Association of
 Letter Carriers
 AFL-CIO



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BEX Bexley	Roderick Robinson	614-237-2830
Canal Winchester	Mark Beach	614-837-7953
CIR Circleville	Bryce Dilts	740-474-3113
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F German Village	Dean Peruzzi	614-449-9565
G South Columbus	Rob Arnold/ Alt. Dean Peruzi	614-444-0217
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LON London	Mark Beach	740-852-1881
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MT Gilead	Joe Kegley	419-946-5846
NL Northland	Sammy Tonyemba/Alt. Larez Harper	614-890-1180
NW Northwest	Myron Miller Jr.	614-451-1502
OP Oakland Park	Dan Dillinger/Alt. Jeremy Starkey/Ericka Anderson	614-476-1680
PIC Pickerington	Mark Beach	614-837-5793
PLN CTY Plain City	Mark Beach	614-837-4004
REY Reynoldsburg	Mark Beach	614-866-6049
UA Upper Arlington	Jeffrey Williams/Alts. Joshua Anthony/Jacquelyn Mitchell	614-451-2302
West City	Allan Moore Sr./Heather Christy/Alt. Richard Hannon	614-469-4465
WV Westerville	Mark Beach/ Alt. Dee Dee Miller	614-882-2243
Westland	Samuel "Cory" Bailey/Eric Scarberry/Alt. Kelsie Crosbie	614-351-0138
WJ West Jefferson	Mark Beach	614-879-9145
WW West Worthington	Jeremy Hirschfeld/Cornelius Scott/Alts. Jason Fry/Charles Schneider/ Jeff Freeman	614-793-9789
WH Whitehall	Gary Porter/Rob Gravely Alt.	614-237-1722

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LABEL



**THE JOB YOU SAVE
 COULD BE YOUR OWN!**

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 1029 Harrisburg Pike
 Columbus, Ohio 43223-2524

STEWARDS MEETING-6:30 P.M.

First Wednesday of each month
OFFICERS MEETING-6:00 P.M.

The Monday preceding Steward Meeting

BRANCH MEETING-6:30 P.M.

Second Wednesday of each month
RETIREEES MEETING-1:00 P.M.

First Tuesday of each month

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