BUCKEYE BRANCH 78 BULLETIN

Columbus and Central Ohio

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PRESIDENT'S PAGE

Todd Hornyak

Attendance is once again a major issue that management is focusing on. I have seen a major increase in discipline being issued to letter carriers for attendance related issues. If you are issued discipline, immediately ask to speak with your Union Steward. If your steward is not there contact the Union Hall. It states right in the letter of charges that you have a right to file a grievance. If you do not file a grievance the discipline will be in your official personnel folder for two years. I would like to remind all letter carriers of their rights as outlined in the National Agreement. Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to have learned of its cause. This constitutes the Informal Step A filing date. The date you sign for your discipline starts the 14-day clock. If any carriers have any questions regarding discipline, contact your union steward or call the union office.

Please make every effort to be regular in attendance. Carriers that have serious health conditions should seek Family and Medical Leave Act (FMLA). FMLA is a federal law that entitles eligible employees to time off to care for a new child, to care for a seriously ill family member and for an employee's own serious medical problems. When an employee has an unexpected need for sick leave, he or she must notify the appropriate postal authorities as soon as possible of the illness or injury and the expected duration of the absence.

The Columbus Installation has instituted a new sick leave policy that employees must call the MCSO or area manager to call off sick. The Union has filed a branch class action grievance on the issue. When calling in management should ask if the reason for leave is due to an on-the-job injury, is covered under FMLA or is it related to military absences. If you are calling off inform management what days, you are requesting. You should inform management what and the type of leave you are requesting, sick leave, annual leave or Leave Without Pay. Management should not be asking what is wrong with you. They are not medical professionals. Management should not ask about your sick leave usage. I would retain a screen shot of when you called in as verification that the call was made.

Letter carriers apply for sick leave, either in advance or after returning to work, by submitting a PS Form 3971(Request for or Notification of Absence). Upon returning to work, the employee must submit a PS Form 3971. The Carrier should check the type of leave they are requesting and have management sign the 3971. As always, keep a copy of the signed 3971 for your records to insure you are paid correctly.

The 2019-2023 National Agreement that was ratified March 8, 2021 has a provision where CCAs who have reached 24 months of relative standing will be converted to part-time flexibles. I would like to congratulate the 17 CCAs from the associate offices that will be converted to PTF on May 8, 2021. The following offices have PTF Conversions 1- Canal Winchester, 3 - Circleville, 5 - Dublin, 2 - Grove City, 1 - Hilliard, 1 - Marysville, 1 - Mount Sterling, 1 - Plain City, 1 -West Jefferson. The branch will provide a conversion class that will explain the benefits that the new career employees have.

Continued on page 4

FROM THE VICE PRESIDENT

Mark Beach

An agreement was created 2017, to keep management from improperly or failing to input carrier work hours and solve the chronic issue in Columbus of carriers not being fully paid for hours worked. This intervention was a direct result of management stealing time from carriers. The continuous review of PS Form 1260s by Branch 78, has proven management averages over 40 hours a week that they have failed to properly pay. That means the carrier was either told not to clock out, could not clock out, or failed to clock out. This does not take into consideration the hundreds of timecards each week that management could not produce or failed to produce to the union. Clearly management has not resolved this issue and the process is still needed.

On 4/9/2021, new acting Postmaster Bradley Grubb, literally ended the clock ring intervention process. This happened only hours after the parties had participated in a joint labor management meeting in which Business Agent Assistant, John Collins, asked the new OIC if there were any more policy changes management was planning, to which he responded "no". Mr. Collins asked the new OIC to contact Todd before taking any unilateral actions, he agreed to do so. Less than two hours later the new OIC reneged on his word and sent Todd notification he was ending the process.

The union requested the clock rings and overtime alert reports at the branch level for the City of Columbus for continuing violations that affect all offices. This would take management all of five minutes to email the information to the branch but the new Columbus OIC refused to provide the information. The union is now in the process of grieving the matter.

The new Columbus OIC also implemented a new call off procedure. Carriers are now required to call one of the two MCSOs when calling in, rather than the 24 hr access line previously used. This new call-off procedure for the City of Columbus is also being grieved. The branch has received numerous calls from carriers stating that MCSOs are trying to talk them into working or insinuating disciplinary action may be taken if a carrier calls off. MCSOs have posted messages in carrier units limiting when employees can call in. This stipulation is in direct violation of the ELM section 512.412 which states notify the Postal authorities of the absence as soon as possible.

After my last article I received numerous calls from members on the staffing issue. Most of the members begged the union to do more than just file a grievance. They want the union to go to the media and elevate the issue at higher levels like to the Business Agent's office and Congressional Representatives. I would like to remind those members that both the USPS and union have official media coordinators that must approve or provide press releases. I cannot blame many of the members for their frustration over the issue of staffing in Columbus that has gone on way too long. Columbus (70 CCA short of cap), Delaware and Pickerington who force, almost daily, are also short of their cap. Management uses several excuses for this short staffing, the pandemic, employee availability, job market, employees not wanting to work for the wages and benefits offered, and even "lazy" employees. Not once does management ever mention that employee retention problems may be linked to failing to follow the training guidelines or how management treats and interacts with new employees. Until management is willing to start taking responsibility for their actions, I fear the understaffing will continue in some offices. The branch has contacted Region 11 Business Agent office and USPS District Manager about these matters, hopefully the higher ups can help resolve this issue.

Fraternally,
Mark Beach VP

If you have any gently used uniforms that you do not need. Please drop them off at the union office.
Expecially Large pants.

HELP KEEP our UNION STRONG. Get INVOLVED. Attend UNION MEETINGS. Become a UNION STEWARD.

MILLER'S MUSINGS

Yana Miller-Farney

Each change of leadership requires adjustments, no matter the operation; work, home or businesses. It seems Columbus has returned to an unpleasant adversarial state again. Considering the health crisis that is still a major problem; one would hope to work with one another to overcome and improve our circumstances. It does make you wonder why individuals are placed in leadership positions. It has been noted in past years that there is a shortage of good management material. It is always a wait and see when new personnel arrive. What approach will they take, how willing are they to work with the personnel that have been in the area? When they come in guns ablazin", it is, "oh no, not one of those, again!" We are in for another wild ride on the rules front. These same individuals feel they do not have to follow the laws of the President of the US, Senate or House. This total disrespect for laws passed by Executive and Legislative bodies, he chooses to disregard and make up his own. He also disregards or ignores the contractual agreement between the USPS and NALC. What type of leader is this? Obviously a rogue who considers himself higher than District, Regional, and PMG. Are they that desperate for leaders that this is best they have to offer to this installation?

We have had practices in place to monitor managers that have stolen time from carriers. So thorough that the National followed our lead in getting restitution from thieving managers across the nation. This sordid individual has unilaterally ended the monitoring, to open the doors for thefts to begin again. All carriers need to keep track daily of hours worked and where. When you are paid, if the hours don't match, give a copy of your records to your steward. They will request postal stats, find omissions and file grievances to make you whole. You should be paid for every minute you work and at the correct rate. We know there are thieves in the installation, start immediately tracking your hours. Also contact the Union Hall as soon as irregularities are found. Don't wait, let's nip this in the bud. The aforementioned individual has been interpreting OWCP decisions, too. He can't stay in his lane, delusions of grandeur and omnipresence, it seems. This is a dangerous person be wary of his kind. You work too hard to be cheated.

I apologize to Mr. Richard Groomes for not including his retirement in our last issue. I am hoping you are enjoying this new chapter to the fullest.

Submitted by Yana Miller-Farney

Congratulations on your Retirement

Richard Groomes retires the Hilltop Post office.

Darrell Lawrence retires from South Columbus Station.

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President Continued from page 1

I would like to congratulate Darrell Lawrence from South Columbus Station and Shelby Keller from Circleville Post Office on their recent retirement. I wish them the best on their retirement. Please attend our Branch meetings via Zoom. Information regarding the meetings can be found on our Branch 78 website www.nalc-branch78.org.

Fraternally
Todd Hornyak

FROM THE SAFETY AND HEALTH OFFICER

There have been several carriers that had been injured on the job recently and have had problems with their Workers Compensation claims. Some of these carriers have not been paid correctly or have medical bills that have not been paid. When you are hurt on the job there are some important steps that must be followed to have a successful outcome. The Federal Employees Compensation Act (FECA) provides you certain protections when injured on the job, it is essential to have everything required to have an accepted claim.

In a traumatic injury case (a wound or other condition of the body caused by external force, including stress or stain.) This specific event type occurs within a single workday or work shift, i.e., twisting your ankle or a dog bite, needs a completed CA-1. You should immediately notify your supervisor and request medical treatment. The postal service is required to provide you with paperwork for treatment a CA-16 (Authorization for Medical Treatment), CA-17 (Duty Status Report) and CA-20 (Attending Physicians Report). These forms are also available on the Department of Labor (DOL) website DOL.gov and our website www.nalc-branch78.org under the Safety and Health tab. Make sure you have these forms before going to the doctor's office. When you seek treatment inform the physician that you are a federal employee, filing federal Workers Compensation through the Department of Labor, OWCP.

Now that you have obtained proper forms for medical treatment you will need to complete a Form CA-1 (Traumatic Injury and Claim for Continuation of Pay(COP). The employee completes page 1 of the CA-1. On page 1 of the form on line 15 the employee can choose to use sick, annual leave or LWOP for the first three days of leave and request Continuation of Pay (COP). It is recommended that the employee request COP. Management must complete page 2 of the CA-1. Management should also complete page 4 of the form, which is a receipt of Notice of Injury. It is important that you keep copies of everything you complete and send to the Department of Labor. The CA-1 must be completed within a 30-day window to receive (COP). Your supervisor has a 10-day window to get the CA-1 to OWCP. What happens in most cases is the letter carrier relies on management to do this work for them. That is where all the problems start. You are the responsible party to complete the process, (example you are required to swipe the time clock to be paid and you do everything possible to make sure you clock in everyday to assure correct pay) the same goes with an injury claim. Also, management has no clue of how to complete an injury claim CA-1 or just chooses to just set it aside till they have time to figure it out.

The USPS has a new program called Employees Compensation Operations and Management Portal (ECOMP). Injured letter carriers can now file claims electronically via OWCP's ECOMP web portal. ECOMP allows employees to electronically file claim forms, compensation forms, track the status of forms or documents submitted through ECOMP, electronically upload and submit documents to existing OWCP claim files. You can register and file claims from your home computer, tablet, or cell phone. Go to the ECOMP website, https://www.ecomp.dol.gov

This allows the employee to have a record of submission and the peace of mind of knowing that their claim was reported and filed, keep a record of the submission number of your documents. This is good news for injured workers. Be mindful and remember to always check your emails because that is where you will receive notifications about your claim. After you have submitted all information, it will be directed to your supervisor to complete their part.

One last thing that needs to be done is notifying management of your choice of leave to use for the first three days, annual, sick or LWOP. The carrier must submit a PS Form 3971 to ensure proper payment, so you do not miss a paycheck or have a reduced paycheck. You should make every effort to get your 3971 to management either by dropping it off or electronically sending it to your supervisor. It is your responsibility to notify management of what type of leave you're requesting when you're off work. More to come stay tuned....

Gary Porter
Director of Safety and Health

Circleville Million Mile, Safe Driver and Retirement Honors

Shelby Keller and her husband she is retiring with 34 years.

Randy Roll with his wife million mile award.

Robert Callahan, Shelby and Randy Million Mile Award.

Matthew Park Veteran Recognition Award.

Safe Drivers

APRIL 2021 BRANCH MEETING MINUTES

Meeting called to order by President Hornyak at 6:32 over ZOOM; Invocation by Valeria Davis. Minutes read by Yana Miller-Farney and accepted.

T. Payne still working, Mark Beach read communications from Debbie Guthrie and Mt. Carmel Hospice for Jeff Payne. Read the Bills List through 03/31/21 and seven applications for membership. Please welcome new CCA members at your stations. Mark Beach discussed importance of conversion to PTF in AO; discussed EF-EL leave; New Steward Training coming next Wednesday Todd introduced ByLaw change to Article 1 Section 3, read by Ramon Lawson, Use Policy Book for changes rather than By Law changes. Submitted by Myron Miller, Jeremy Hirschfeld and Alan Moore, Sr. Read tonight, post in May and June Bulletins, vote at June Branch meeting. Valeria Davis has spoken with some retirees, who are eager to get COVID behind and resume monthly meetings.

Ramon Lawson, not much, an article on Medicare Advantage Plans in bulletin Gary Porter, Do Plan 5 reminders with the warmer temperatures, kids will be out of school soon; start putting dog warning cards in daily to avoid dog bites. There have been no safety meetings since COVID; continue the SOPs: wearing masks, washing hands and social distancing, avoid large gatherings.

Jason Fry read the Treasurer's Report

Deviated from the regular order of business for Region 11 CS, Doug Lawrence, in for Mark Camilli, who was installing officers at another branch.

Discussed the American Recovery Act signed by President Biden, March 12, 2021, the EFEL, $570 million pool of funding, which only works out to 8 hours/postal employee, when it is gone, that's it; there are presently no provisions to replace it. Section 4016. Direct Expenses to Public, complete CA-1, since we are public facing, if you have a positive COVID test. There is a ten year pool for COVID cases; make sure to check the COP box on CA-1 and specify CA-1 for COVID19. Mike Brim also on meeting; new wages on the NALC website. CCAs need to use EFEL while it is available. Asked about LMOU and Elective Leave, definitely pursuing it again. Emails had been hacked from the National, working to rectify situation. Todd thanked them for participating. Columbus PM forcing limited/light duty carriers off assignments and back to full duty. OWCP closing cases. Suggest you make sure your claim is still open.

NEW BUSINESS

Mark Beach made a motion seconded by Ramon Lawson, to spend up to $500 to update our database; include emails, member pins, PTF and Election notices. **MOTION PASSED**

Ramon Lawson made a motion to spend up to $16,000 seconded by Jeremy Hirschfeld, to purchase our own server, hard wire connect our desktops, copier; increase our security, lessen dependence on WIFI, improve connectivity; improve searches; separate user accounts; upgrade to Business Microsoft. **MOTION PASSED**

Office hit with COVID last month, thanked Charles Sanders for manning the office during recuperation and quarantine. Management agreed to extend time limits, under the circumstances, on cases. Reviewed management changes: Acting MCSOs Justin Staten and Ed Thorne; Acting Mgr OP - Alice Thorne; Melanie back at Gahanna; Rene Mills Acting Mgr GV; John Kager Act Mgr NW; Miguel Vasquez detailed to Toledo. Labor Mgmt Mtg with Brad Grubb, John Collins, Reg 11 and Br 78. 04/08/21; Call in policy changed, must call MCSO instead of 800 #; Branch Class Action filed, informal Article 5, ELM 513. Grubb denying COVID Leave. Carriers doing clerk work. Hiring PSEs but hold on PSE conversions. CCAs not to work more than ten days straight; work 360 days a year, need schedules in advance to make appointments; not last minute note you're off tomorrow. Westland, Beechwold and West City assigned as training stations, train 30-60 days. After training they will be assigned to their stations. District On Boarding 3 hrs. Night after meeting Grubb discontinued Clock Ring Audits, initiated after hundreds of thousand dollars in hours stolen from carriers. Inform PMG Dejoy, this has been monitored many years. MBA Mark Camilli requested a meeting with District Mgr, Jean Lovejoy.

Reg 11 Telecom: No. Ohio 783 COVID cases; So. Ohio 486 COVID cases. Restructure announced 03/21/21 Ohio Valley now Ohio 2 under Jean Lovejoy; Labor Relations now Dave Shilney. Starting a Task Force on service issues - Union and Management

MOU M-01946 Implementation of CCA Conversion to PTF

MOU-M-1947 Reassignment Opportunities

Discussed that each person will get different amounts based on their Step, OT, TSP, benefits, etc; reason back pay takes so long to compute; maybe by summer. Pay increase for new contract is effective PP 9/21 starting 04/10/21 COVID Memo has been extended through June 4, 2021. Family First Leave expired December 31, part of CARES ACT. American Rescue Plan Act may have new provisions but USPS is waiting for guidance from OPM for implementation. Be diligent in submitting 3971 to supervisors, as always keep copies, get them signed.

Although Columbus Plant is caught up they are getting mail from Chicago, Detroit and Cleveland that has been delayed six weeks.

HR 695, introduced 02/02/21 to Repeal Prefunding of future postal retiree benefits has 261 co-sponsors. OH: Balderson 12, Beatty 3, Johnson, Joyce, Kaptur, Ryan, Stivers 15 and Turner. These legislators have been targeted to beat Latta, Gonzalez and Gibbs. Local MOU for Local Implementation Brad Grubb is Columbus mgmt designee. If you have any suggestions or proposals please submit to Todd, Mark or your Steward.

7 CCA Conversions in Columbus 04/10/21; 17 CCA Conversions to PTF 05/08/21: 1 Canal Winchester, 3 Circleville, 5 Dublin, 2 Grove City, 1 Hilliard, 1 Marysville, 1 Mount Sterling, 1 Plain City and 1 West Jefferson.

Br 78 currently has over 100 cases appealed to Arbitration. Five scheduled in April and May, 2 cases for Admin Lv LIV and GAH, 1 Emergency Placement, 1 removal and 1 expedited for special Inspection.

In Columbus if there are any routes that do not have a T-6 please let Union know. There is an On the Job Training Class next weekly let us know if you are interested; 6.5 hr class; OJI for CCAs.

Virtual Retirement Seminar Sunday April 18, 1-3 PM

OSA Letter Carrier Congressional Liaison (LCCL) training 04/25/21 Virtual 10 AM

OSA Convention in Cleveland 07/22-07/24/21; please call Hall if interested in attending

Washington DC Legislative trip rescheduled for 09/29-09/30/21; unsure if worthwhile if no meetings possible with legislators.

May Branch Meeting will be over ZOOM.

Meeting Adjourned at 7:50 PM

Submitted by Yana Miller-Farney

Proposed By-Law Change

Article 1, Section 3 currently reads:

"NALC Buckeye Branch 78 will use a Policy Book to clarify the processing of payments for goods and services, use of branch credit cards, paying lost time, expense reimbursements, travel and per diem, changing officers benefits, record retention and destruction, grievances and arbitrations, stewards pay and expenses, mileage reimbursements and delegate fund usage or other.

Policy Book may be edited as needed by a proposal to the By-Law committee. Once the ByLaw committee has reviewed the proposal they will present to the executive board for approval to take to the meeting floor.

Any changes to the Policy Book will be brought to the branch floor at the next branch meeting for a vote. The Policy Book can be edited as needed by a majority vote of the branch meeting attendees."

Change to read:

"NALC Buckeye Branch 78 will use a Policy Book to clarify the processing of payments for goods and services, use of branch credit cards, paying lost time, expense reimbursements, travel and per diem, changing officers benefits, record retention and destruction, grievances and arbitrations, stewards pay and expenses, mileage reimbursements and delegate fund usage or other.

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The Policy Book shall be considered an appendix to the Branch by-laws, and a record of all additions, subtractions, and changes to the Policy Book shall be maintained as part of the policy book."

C. Sombra

1/15/21

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Columbus, Ohio 43223-2524
National Association of
Letter Carriers
AFL-CIO

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PLN CTY Plain City	Mark Beach	614-837-4004
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WJ West Jefferson	Mark Beach	614-879-9145
WW West Worthington	Jeremy Hirschfelt/Cornelius Scott/Alts. Jason Fry/Charles Schneider/ Jeremy Freeman	614-793-9789
WH Whitehall	Gary Porter/Rob Gravely Alt.	614-237-1722

ARTICLES RECEIVED AFTER THE FIRST WEDNESDAY OF ANY MONTH WILL BE PUBLISHED IN THE FOLLOWING MONTHS BULLETIN

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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
RETIREES MEETING-1:00 P.M.
First Tuesday of each month

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