

BUCKEYE BRANCH 78

BULLETIN

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JUNE 2021



VOL. 41 NO. 6

PRESIDENT'S PAGE



Todd Hornyak

There was some encouraging movement in Congress last month that could mean that Postal reform could finally be signed into law. The NALC has been working on Postal Service reform legislation since 2006. Postal Reform Legislation was introduced in the House of Representatives on May 13, 2021. The Postal Service Reform Act of 2021 (H.R. 3076), is a bipartisan bill that aims to provide financial and operational stability to the Postal Service, was introduced by Carolyn Maloney (D-NY) and James Comer (R-KY) on May 11. H.R. 3076 advanced out of committee on a voice vote with no amendments on May 13th. The legislation addresses two of NALC's top priorities:

- The repeal of the mandate that the Postal Service pre-fund decades' worth of health benefits for its future retirees, which was enacted through the Postal Accountability and Enhancement Act (PAEA) of 2006, embracing the bipartisan USPS Fairness

Act (H.R. 695 and S. 145).

- A reform of the Federal Employees Health Benefit Program (FEHBP) to maximize participation in Medicare once active postal employees (as of January 1, 2023) retire and reach age 65. Annuityants as of January 1, 2023 will be given the choice of whether to remain in the existing FEHBP system or participate in the postal version of the program that requires enrollment in Medicare Parts A and B – and retirees over the age of 65 who have chosen not to enroll in Medicare Part B will be given a one-time opportunity to do so with no late-enrollment penalty. Annuityants who elect to remain in the existing FEHBP will not be required to enroll in Medicare. NALC also successfully lobbied to ensure exceptions to the requirement to enroll in Medicare for those covered under other insurance arrangements (such as the VA) and for those who live in a place where there are

not Medicare-participating providers.

H.R. 3076 also includes language that requires the Postal Service to maintain an “integrated” network of both mail and packages six days a week. If this bill becomes law, USPS will be required to maintain six-days-a-week mail delivery. Since 1983, the mandate to deliver mail six days a week has required yearly renewal in the appropriations process. This bill would eliminate the need for the annual fight to maintain this mandate and six day delivery.

The bill also requires the Postal Service to provide semi-annual reports to Congress on the implementation of its 10-year strategic plan; provides for a public dashboard using nationwide delivery metrics to track delivery performance; directs the Postal Service to use the most efficient means to transport mail, likely moving from air to ground; provides a special postage discount for newspapers; and consolidates the Postal Service's and the PRC's Inspectors General into a single office.

On May 19th Senate Committee Homeland Security and Governmental Affairs (HSGAC)

Continued on page 4

FROM THE VICE PRESIDENT



Mark Beach

Too many carriers represented by Branch 78 are not taking disciplinary action seriously. Discipline is a profoundly serious matter. There are four steps in the progressive steps of discipline at the USPS. This includes: Letter of Warning, seven-day suspensions, 14-day suspension and removal. All disciplinary official actions should be treated seriously. All adverse actions may be cited as elements of prior discipline in subsequent disciplinary actions and remain in an employee's OPF for two years. The issuing authority does not have to have a concurring official for letters of warning. If any of the actions are issued and not grieved, they will remain active in the Grievant's OPF for a period of two years. Any disciplinary action must contain written notification of the Grievant's rights and time limits to file a Grievance. No disciplinary action can take place before a Pre-Disciplinary Investigation (PDI) takes place. A letter carrier has the right to a steward in PDI if they ask for one to be present. If management does not afford them a steward upon request, they have a right not say anything until the steward is present. If management calls an employee back to the office, they should ask if the matter could lead to discipline. If management says "no" then the matter is a discussion.

A discussion, in this case should be one sided. Management talking and the **craft employee listening. This is especially im-**

portant for the carrier to remember so that they will not give management any ammunition for later down the road. Discussions are not grievable but are required for most minor offenses before management moves on to taking disciplinary action. Management is putting the craft employee on notice that some type of behavior or action is unacceptable and must stop or change.

If a PDI does take place and you ask that a steward be present, both you and the steward are entitled to know what the charges are. The union steward should move to union time for a PDI. The employee receiving the PDI should either move to union time or meeting time, depending on local practices. The union steward and employee should have a chance to discuss the matter privately before meeting with management. This pre PDI counseling can be particularly important so the steward is not taken by surprise in the PDI. Questions are supposed to be open ended and not leading. The steward should object to any leading questions that suggest an answer or contain testimony on what happened in a particular incident. You and the steward need to remember it is your day in court. Although the union steward has no contractual right to ask questions in a PDI they do have the right to object to leading questions. They also have the right to ask the employee to clarify answers or explain the answer in further detail.

If management tries to issue you disciplinary action, they do not need to provide you a union steward. Don't try to avoid accept-

ing the discipline or asking for a steward. Management is under no contractual obligation to provide a union steward to an employee that is receiving disciplinary action. The employee should request to move meeting time to receive the disciplinary action. No matter what, accept the disciplinary action, whether you are on or off the clock. The first copy that management hands you, is your copy to keep. Do not let it leave your possession. Immediately date it as received. Signing for the disciplinary action is not an admission of guilt, it just means that you have received the notification.

It is up to the employee if they are going to grieve Notices of Adverse Action. Any letter carrier that wants to stay at the Postal Service for exceedingly long career, needs to grieve any disciplinary action issued. Remember the union has an extremely limited time to grieve matters and you should immediately contact the steward and provide him a copy of the disciplinary action, a statement of why you think the charges are improper or deserve mitigation and any documentation that may help the steward win your case. Remember, it is your case that the steward is trying to win, so please provide them any documentation necessary or relevant.

If you are off for an extended period, management may send you disciplinary action to your address of record. Make sure if you have an action pending and you are off work check your mailbox each day to ensure you are aware if any disciplinary action is sent.

Continued on page 5

MILLER'S MUSINGS



Yana Miller-Farney a requirement. Hospitals and physician offices are still maintaining wearing mask protocols. Mostly to protect health care providers and other patients, with compromised immune systems, who may not be able to be vaccinated for various reasons. Businesses are able to require masks in their establishments. I had a text from my favorite bakery/pizza shop informing customers they will continue to require mask wearing. They want to protect their staff. I like that mindset. When you consider only 44% of Ohioans have had a least one dose of vaccine, that is not high enough to lift mask mandate. I will continue to wear mine a lot longer.

I take issue with states restricting the history that can be taught in public schools. American history has always been a distillation of the facts, one that left out the horrors of slavery, who should be educated. The role the government played in limiting where non-white Americans could live, who could get loans to purchase property. I experienced this personally as late as the eighties.

I applied for a home loan with a mortgage payment that would be a hundred dollars less a month than what I was paying in rent. My credit score was in an above average range, no late payment history, everything was or should have made me a great loan candidate. I was

denied. When questioning the loan officer the grounds for the denial. I was given a convoluted crock of non-sense. I finally said, "You are telling me that I cannot afford to pay a hundred dollars less in living expenses?" She responded, "Yes!" Unbelievable, I did finally get a loan in the nineties, it really shouldn't have taken that long.

Then there is medical care, it has been shown over and over the bias shown in the treatment of people of color. More likely to be noted as drug seeking, not believed when listing symptoms in line with a pain causing malady. This was pointed out in the number of people presenting with COVID19 symptoms to Emergency Departments, then sent home without being tested, sometimes multiple times. This led to more spreading and more intense, longer lasting after effects.

States are starting to write laws to restrict teaching history that might cause certain students to feel bad about themselves for the sins of their forbearers. So the land of freedom and equality should have been amended to state white males. Women had to fight for equality to vote, to own property and we are still fighting to have control of our bodies. Indigenous people were pushed off their lands and on to reservations. Persons of Asian descent were sent to internment camps. African Americans were brought here as slaves. It is a sad vicious cycle of lies that have been perpetuated. Now that young people are becoming more aware of the dark history of our government, lawmakers are moving forward to limit the truth, once again. Just as the laws have been written that corporations are

individuals (people). A fast food worker or teacher pays higher taxes than billionaires and corporations. We need a serious overhaul.

The young people are our hope for tomorrow. They need to know the truth of this nation to make the changes to improve for the better. How can we call out foreign leaders on the human rights abuses with our history? The rest of the world sees us as liars and thieves. We use people to interpret and assist our military and diplomats then leave them behind to be persecuted or killed for helping us. We need to do better as a nation. Tell the children the truth not rewrite history as a rosy picture book. They are stronger than you know. *Let them rise!*

Submitted by Yana Miller-Farney

Buckeye Br. 78 Bulletin

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UNION HALL UPDATES

The letter carrier union hall located at 1029 Harrisburg Pike was purchased by Buckeye Branch 78 outright in 1991 for a cost \$147,500 dollars under the leadership of now President Emeritus Douglas Gulley. The building which was built in 1964 was subject to past flooding. Over the last several years the branch has completed numerous upgrades. A sump pump system was installed by the trustees to ensure the building does not flood. The trustee's refinished the meeting hall with new flooring, lights, paint and trim. Several years ago, heating, and cooling systems that were 50 plus years old were

upgraded. Many recent upgrades have been to ensure the security of the building including security cameras and alarm systems. Security cages were also purchased for outdoor air conditioning units after they were vandalized. Projects like stair replacement and painting have also been recently completed born out of necessity brought on by father time.

Currently the branch is undergoing a technology and data base upgrade that will not only ensure cyber security but also prepare the branch to meet the technology needs of the next decade. Other projects that are being discussed

by the Board is replacing the concrete sidewalk and repairing the entryway steps to the basement, further security upgrades and resurfacing the parking lot just to name a few.

The upgrade and maintenance of the building falls under the jurisdiction of the trustees and the executive board. Any major infrastructure repair projects costing over \$250 dollars or not of an emergency nature must be voted on and approved by a majority vote at a membership meeting.

Head Trustee
Donald Shepherd

President Continued from page 1

Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH) introduced the bipartisan Postal Service Reform Act of 2021 (S. 1720), the bill mirrors H.R. 3076.

On May 13th the Senate approved the nominations of Amber McReynolds and Ronald Stroman to serve on the U.S. Postal Service Board of Governors (BOG). McReynolds will hold a term that

expires on December 8, 2026, and Stroman's term will expire on December 8, 2028. These confirmations are effective immediately and will fill two of three vacant BOG seats. The Senate vote on Anton Hajjar's BOG nomination remains pending. The Board of Governors now has 8 members. If the last nomination is confirmed the Board will be filled for the first time in a decade.

I would like to congratulate Larry LeClaire from Bexley Station on his recent retirement. I wish him the best on his 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



Branch 78 May 2021 *Memorial Service*



Service

07/09/2020	Lucian A. Susi	Sometime in 2020	Michael W. Tunstall
10/15/20	Charles C. Trott	01/05/21	William A. Tanksley
11/01/2020	Robert E. Farmer	02/05/21	Gomer O. Yates
04/01/20	Roger C. Marquet	02/15/21	Kenneth J. MacNealy
11/23/20	Earl L. Strother	02/21/21	Ronald G. Friend
12/01/20	Mark D. Plescia	07/28/20	William R. Kelly

Vice President Continued from page 2

Do not ignore requests for PDI's or extend absence letter. Plan to attend the PDIs or reschedule it to a time you can attend. Remember that is your day in court, so do not pass up the opportunity to present evidence and testimony on your behalf.

Be reasonable in your expectations. The union often gets employees out of disciplinary action because management fails to fol-

low rules and requirements set forth in the handbook or manuals. Do not count on these procedural arguments to keep you discipline free. Do the right thing, show up to work, fill out PS forms like 3996, 3971, 1767, 1571s and the like to document and protect yourself. Bring in properly worded medical documentation that has the right verbiage of, "unable to perform duties," when requested. Be a

good employee, even if management does not deserve or reciprocate the same. There is no reason to lower yourself to management's level but stay above board. Let's work together to strengthen the letter carrier and union's position while securing our future employment. United we stand.

Mark Beach

Hello Retirees!

It has been a long time since we had an opportunity to get together. A lot has happened, loss of jobs, family members and friends we will surely miss. They might be gone but never forgotten.

I would love to have an opportunity to meet you in person. So how would you like to come to the Union Hall on Thursday July 15th at 12:30 PM for Food, Fun and Fellowship.

I will have games to play and

prizes to win. Everyone loves to win prizes.

So call your retired friends, to come join in the fun.

Looking forward to seeing your smiling faces. If you plan to come, call the Hall so I can plan for food. RSVP Please to 614-279-2778.

**Your Director of Retirees,
Valeria Davis**

valeriadavis@gmail.com



We salute the men and women in the military who are fighting and those who have died for our Country!

God Bless America!!!

KNOW YOUR RIGHTS TO UNION REPRESENTATION!

Weingartner Rights: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without union representation present, I choose not to answer any questions."

(This is my right under the 1975 U.S. Supreme Court Weingartner decision)

For NALC/Letter Carrier Political Fund Solicitations with Suggested Contribution Amount **REQUIRED LANGUAGE:** By making a contribution to the Letter Carrier Political 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 guideline amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the 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 deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political 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.

Todd Hornyak, President Branch 78, NALC
Phone (614) 279-2778 • Fax (614) 279-9447

APRIL 2021 BRANCH MEETING MINUTES

Meeting called to order over ZOOM by President Hornyak; Invocation by Valeria Davis. Deviated from regular order for Annual Memorial Service. Moment of Silence. Minutes read, one correction By Law change was submitted by Jeremy Hirschfeld, Charles Sanders and Alan Moore Sr. Joined by Reg 11 NBA, Mark Camilli. National emails hacked, situation has been resolved to protect security of member information. Reviewed legislative information, explained difference between House Bills and Resolutions which do not change laws. He listed four House Resolutions and breakdown of co-sponsors by party regarding Pre-funding, Door Delivery, Postal Privatization, Six-Day delivery, Social Security Fairness and Government Pension Offsets. All discussed by President Rolando in April 28, 2021 Teleconference. He is pushing for Postal Reform through a "Skinny" Bill, Committee vote possibly Thursday, all four Postal unions supporting this. The American Recovery Act was signed by Pres. Biden, 03/12/21. It covered OWCP use for exposure to COVID19; since we are public facing employees. Suggested resubmitting claims for COVID coverage by OWCP if previously denied, notify Todd if you are pursuing this. CCAs should attempt using EF-EL for getting vaccinated, assisting in care of 55 plus family members and child care. Doug Toulino offered OPM advice 04/29/21 guidance regarding submitting documentation when applying for EF-EL, additionally you would lose creditable service time on approved EF-EL leave. When these monies run out request AL, SL or pay back the money. Scheduling a meeting with District regarding Acting PM Grubb changing things he has no authority to change. Congratulations to the seventeen CCA conversions! Todd thanked Mark for his participation. Resumed regular order of business. Trevor Payne read a Thank You card from Peyton Carter/Sean Carter family, the Bills List and thirty-seven applications from membership.

Mark Beach: Stewards found thirty examples of clock ring manipulation; Meeting for new PTFs Tuesday and Wednesday on rights and benefits. Trevor Payne read the proposed By Law change to Art. 1 Sec 3 regarding use of the Policy Book for Changes. Valeria Davis - No Report. Ramon Lawson spoke on MBA offering a variety of Whole and Term Life policies. Public Relations: Retiree Dinner tentatively scheduled in October. Mark reached out to Columbus Clippers three times about using tickets from last year and read Treasurer's Report (Jason working)

NEW BUSINESS

Recapped Reg 11 Telecon with Fred Rolando 04/28/21. Establishing City Delivery and Workplace Improvement Task Force to address Culture in offices, dignity and respect for Positive Work Environment; Staffing and Scheduling Task Force in Chicago, no conversions for a year. Evaluating Route Adjustment Process and Consolidated Casing sites; Safety, COVID, Article 14; CCA attrition - mentorship pilot in Milwaukee, WI and Warren, MI; Contractual compliance- repeated violations of Collective Bargaining; Business growth and innovation part of WI and MI pilots.

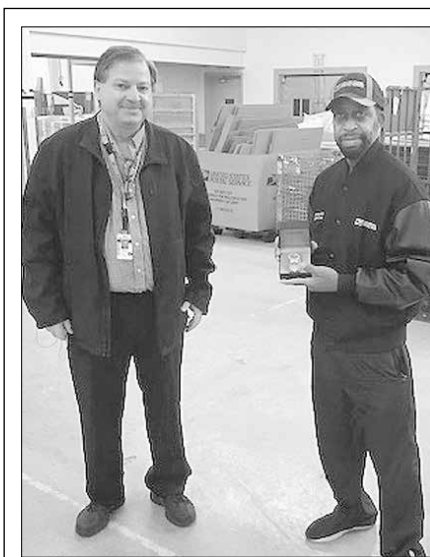
OPM issued guidance on EF-EL, Must provide three things: 3971, EF-EL Employee Notification and Leave Request Form, signed Employee Agreement for EF-EL. Pay increase was on 04/30/21 check. Fred says back pay may come in July. Senate confirmation for new Board of Governors expected by mid May. HR 695 has 266 co-sponsors, S 145 needs 60 votes to pass Senate, 10 bipartisan co-sponsors.

MOU for Local Implementation started 04/19/21; opened all 16 LMOUs; met on 8; 4 completed, mostly language changes; Brad Grubb, designee for Columbus, meeting 05/18/21. Branch 78 currently has over 200 cases appealed to Arbitration, scheduling for June on Administrative Leave and Forced OT. Virtual Retirement Seminar was 04/18/21 from 1-3 PM; State Association LCCL (Letter Carrier Congressional Liaison) training was 04/25/21; OSA Convention in Cleveland 07/23-07/24/21 in Cleveland. Delegates eligible in 2020 or 2021 are eligible. Please notify Hall if planning to attend and get 3971s submitted 40 days prior. We are anticipating problems. John Dyce has asked Br 78 to possibly host 2023 State Convention. Ongoing test info from Chris Jackson, City Delivery on 3575Z, Employee Generated form; updating MDD to scan 3575Z, Hold 10 days then return to Sender. Customer Connect leads to go on MDD. Building delivery access info for Parcel Delivery, Building Codes and Lock boxes on MDD.

Mike Brim commented on Social Media posts while on the clock. OIG has people watching your posts, remember no negative comments, not in your vehicle or in uniform. Be mindful of your activity while you are working, lunch or breaks but not all day long, you're going to get yourself in trouble. Still no written cancellation on Gahanna Inspection. Thanks for attending, June scheduled as a ZOOM meeting. Adjourned at 19:50.

Submitted by Yana Miller-Farney

GET INVOLVED!
HELP MAKE YOUR
UNION STRONG!
BECOME A



Richard Broomes retires the Hilltop Post office.

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."

Three handwritten signatures are present. The top signature is 'C. Sanchez' in a cursive script. Below it are two more signatures, one of which appears to be 'J. H.' and the other is more stylized.

1/15/21

Buckeye Branch 78
 1029 Harrisburg Pike
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 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	Brian Tatham	740-474-3113
DEL Delaware	Mark Beach	740-363-1906
DUB Dublin	Mark Beach	614-889-6571
Eastland	Jeff Stiverson/Alts. Ramon Lawson/Mark Elkins/Jamal Grinston	614-237-1912
East City	Charles Sanders/Alt. Dilien Miller	614-469-4466
F German Village	Dean Peruzzi	614-449-9565
G South Columbus	Rob Arnold/ Alt. Zach Angles	614-444-0217
GAH Gahanna	Kirk Hilty/Brenda Stidams	614-472-0696
GP Groveport	Mark Beach	614-836-5452
GC Grove City	Mike Zeller/Alt. Tricia Douglas	614-875-6327
HILL Hilliard	Mark Beach	614-876-7021
LIV Livingston	Ramon Lawson/Alt. Kisha Moman	614-237-9570
LON London	Mark Beach	740-852-1881
MV Marysville	Dave Eblin/Alt. Adam Tullis	937-642-1961
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	614-476-1680
PIC Pickerington	Mark Beach	614-837-5793
PLN CTY Plain City	Mark Beach	614-837-4004
REY Reynoldsburg	Charles Miliiken	614-866-6049
UA Upper Arlington	Jeffrey Williams/Alts. Joshua Anthony/Jacquelyn Mitchell	614-451-2302
West City	Allan Moore Sr./Heather Christy/Shawn Carter Alt./Richard Hannon Alt.	614-469-4465
WV Westerville	Mark Beach/Dee Dee Miller Alt.	614-882-2243
Westland	Samuel "Cory" Bailey/Eric Scarberry	614-351-0138
WJ West Jefferson	Mark Beach	614-879-9145
WW West Worthington	Jeremy Hirschfelt/Cornelius Scott/Alts. Jason Fry/Charles Schneider/ Jeffrey Freeman	614-793-9789
WH Whitehall	Gary Porter/Rob Gravely Alt.	614-237-1722

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 COULD BE YOUR OWN!**

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The views expressed in articles printed in this publication do not directly reflect those of Branch 78 or the Editor.

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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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