

# BUCKEYE BRANCH 78

## BULLETIN

### Columbus and Central Ohio



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**OCTOBER 2022**



**VOL. 42 NO. 10**

## PRESIDENT'S PAGE



**Todd Hornyak**

The national signed a memorandum in May for the Technology Integrated Alternate Route Evaluation and Adjustment Process 2022 – 2023 (TIAREAP). This is a joint process with the NALC and management adjusting routes to be as close to eight hours as possible. The Union will be adding zip codes that we believe need to be adjusted in October. If we do not add your zip code and you feel your route is out of adjustment you may also request a special route inspection if you meet the requirements listed in Handbook M-39 Section 271.G. If over any 6 consecutive week period (where work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each week during this period, the regular carrier assigned

to such route shall, upon request, receive a special mail count and inspection to be completed within 4 weeks of the request. The request should be put in writing and signed by a management representative and dated. The carrier should also give the union steward a copy and as always keep a copy for their records.

All carriers need to carry their routes safely and professionally every day. You should also carry your scanner with you every relay every day. With the digital street review used in the adjustment process the scanner will help show the times on your route are correct. You should carry your route as if you are being inspected every day. The Union has fought hard to insure we receive 30 minutes for lunch and two 10-minute breaks. Please take these contractually guaranteed periods of rest.

Region 11 will be holding a Virtual Retirement Seminar on Wednesday October 5, 2022 from

7:00 pm to 9:00 pm. Another session will be held Sunday October 16, 2022 from 11:00 am to 1:00 pm. National Business Agent Mark Camilli and Regional Administrative Assistant Dave Kennedy will be conducting the seminar and answering questions. I hope all carriers that are considering retirement will be able to attend. Please RSVP if you are planning to attend by calling the Union Hall

I would like to congratulate Mark Murphy from Beechwood Station and Mike McLaughlin from Worthington Station on their recent retirement. I wish them the best as retirees. Please attend our October branch meeting in person October 12th, we will also be utilizing ZOOM. Information regarding the meeting can be found on our Branch 78 website [www.nalc-branch78.org](http://www.nalc-branch78.org). I look forward to seeing you at the meeting.

**Fraternally,  
Todd Hornyak**



**EXERCISE YOUR RIGHT TO VOTE!**  
**ELECTION DAY**



**November 8, 2022 • Polls open at 6:30 A.M. and close at 7:30 P.M.**

## FROM THE VICE PRESIDENT



**Mark Beach**

In late September, all supervisors and managers in the Columbus Installation attended a two-day training put on by the USPS National Office on attendance related issues. Through a few reliable, anonymous management sources, the union was provided insight on this meeting. One of the programs management is implementing is a welcome back packet. This program consists of handing the carrier a letter upon their return from an absence and then recording the event on a welcome back cover page. This is basically just another version of the "Welcome Back" letters of the past that the union has grieved and multiple times. We have received decisions in favor of the union that the issuing of this document was improper. The last decision was a pre-arbitration decision that clearly spelled out that issuing this form, even if the carrier was not asked to sign it, was prohibited.

When the union first found out about this reincarnation of the "Welcome Back" letter, it reached out via email to Columbus Postmaster, Eric Gilbert and his staff to provide them the pre-arbitration settlement and try and head off another grievance over a matter that has already been adjudicated several times. With much disappointment and surprise, Mr. Gilbert did not respond to the union. The union filed a grievance for issuing an improperly created local form and noncompliance with the previous pre-arbitration settlement. If you are issued this letter, please ask to see your steward and provide them with a copy of the letter along with

a statement describing the circumstances of the issuing event. Please include the following details; date and time that the letter was issued, full name of the management person who issued the letter and if they did so in private.

The union is all for carriers being regular in attendance. When a carrier calls off and isn't sick it affects the rest of the membership. It is the union's responsibility to defend all carriers against disciplinary action no matter if the carrier is in the right or wrong. This is federal labor law, and we as a union are bound to give the best defense possible. In most instances when management is trying to issue disciplinary action to a carrier with poor attendance the only reason they are not successful is that management fails to follow the proper protocol and procedures to support the adverse action.

Now that they have had to sit through two days of training regarding attendance, we expect to see an even bigger push concerning attendance in the next few months. The sad thing is with this type of disciplinary blitz a lot of innocent carriers will be caught in the middle. We have already seen examples of this happening. Management has sent out several extended absences letters to carriers on OWCP who they had sent them home stating they had no work available, then forgot about them. They also issued welcome back letters to carriers out on approved FMLA leave. This could be considered a violation of federal law as well.

The F-21 Time and Attendance handbook outlines management's responsibility in the handling and proper execution of PS form 3971;

which is the controlling document for all absences. Management is supposed to fill out the carrier's general information on the PS form 3971 and pull the carrier's timecard and have them complete the form upon their return. The carrier has the responsibility to choose the type of leave and place any relevant information in the remarks box. These remarks could include if the absence was FMLA covered, if documentation was asked for or provided, etc. What normally happens is that the carrier calls in using the ERMS hotline as required and requests the type of leave. Then management fails to have them fill out a PS form 3971 upon the carrier's return. After several accumulated absences management will give the carrier a PDI and fill out a bunch of PS form 3971s electronically with what management wants written on the document. The carrier should write on these documents "carrier refused to sign, not issued in accordance with guidelines found in F-21 handbook". These PS form 3971s being issued at the PDI only serve one purpose and that is to produce documentation to support management's disciplinary efforts. We have observed in some of these disciplinary actions that management cites dates that the carrier was supposedly not at work and yet clock rings would prove otherwise. Other dates turned out to be a carrier's regularly scheduled day off and only showed up in the system as LWOP because management failed to correct the carrier's day off after they bid to a new assignment.

Ultimately carriers should help the union protect them from unwarranted discipline by keeping good

**Continued on page 5**

# MILLER'S MUSINGS



**Yana Miller-Farney**

Fall is approaching with winter nipping on her heels. Time for the "Be Prepared for Anything" suggestions.

Spend your day outside you need to have a daily go bag. Top of the list, dress in layers. The morning may be very chilly but by noon you may be sweating, with layers you can peel things away, then put back as the sun goes down. There are those pop up storms that soak your feet. No one wants to slunk around in wet socks and shoes, have spares of both or rain boots. Having a couple cheap ponchos won't hurt. An extra warm hoody or windbreaker will complete your GO bag or tub. Pain in the butt to drag in and out everyday but you never know where you'll be working and you can't leave things in the vehicles. Motto: Better to have and not need than to need and not have!

New Letter Carriers: Please wear the vests provided and carry your mailbags. I almost let my dog out the other day because she stays in our yard and likes to greet people. Saw an unfamiliar person across the street so waited a few, saw them going house to house but no mailbag, no vest, to indicate they were delivering mail till directly across from me. Their attire was leggings, hoody and head scarf, none of which was navy or blue. Quickly went inside and closed the front door. People, myself included, are leery of non uniformed folks coming to the door/porch/mailbox. For your

protection wear the vests, a postal cap and definitely carry your Mailbag. Try to look professionally casual. The bag may keep you from getting bit by a dog. If you joined Branch 78 NALC, you can pick up a couple used uniform pieces from the Union Hall, 1029 Harrisburg Pike, 43223; CALL 614-279-2778 first to make sure someone is there to let you in the building. If you decide this is not the career for you, please RETURN the items to the steward or Union Hall.

The Next Generation Delivery Vehicle was on display at the 72nd Biennial Convention in Chicago. It has some safety features that will hopefully prevent the debilitating and fatal accidents too many carriers have suffered. These right side drive vehicles have a working curb side cargo entry, get in the habit of not working behind the vehicle or on the street side. Finally, safety options like backup cameras, forward collision warnings, blind spot warnings, an airbag. Carrier climate comfort featuring heating and A/C, WOW! There will be audible front and rear bumper sensors with visual alerts for hearing impaired, warning of objects 8 feet or less, at 6 inches it's continuous. Front braking will monitor speed, trajectory, environment and automatically apply brakes if a high possibility of a crash. The vehicle will automatically display on a monitor the 360 degree camera view at least 10 feet each side of the vehicle, when moving 5 mph or less. The MDD with display when cameras are inactive. It can record and store data before and after a triggering event like an accident. The exhaust is discharged on the

street side, so it won't affect the driver with fumes from the internal combustion engines. There will be improved seats and steering wheels to better accommodate different body types/heights. Intermittent windshield wipers, adjustable cup holder, coat hooks and MDD docking station to charge and display the screen on operator display. It will have two-tiered mail trays in the cab, wide enough to accommodate three letter or FSS trays side by side. The cargo area has two rows of foldable shelving that can be stowed and locked in upright positions, non skid floor

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## Buckeye Br. 78 Bulletin

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Vice President	Mark Beach
Recording Secretary	Trevor Payne
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Financial Secretary	Ramon Lawson

Views expressed are not necessarily those of the Branch.

**Please notify your local union of address changes as soon as possible.**

Send address changes to:

## Br. 78 Bulletin

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614-279-2778**

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## FROM REGION 11 NBA MARK CAMILLI



**Mark Camilli**

Greetings to all from Region 11. With crisp cooler air and football weekends, the fall months are upon us! The NALC National Convention held in Chicago, IL August 8 – 12, 2022, was a successful event. It was great to be meeting in person and conducting the business of our great union – and it's hard to believe we have not been able to meet like that since 2018! What I think was unique to this year's Convention and promising for our future was the attendance of many "first timers". They were engaged, energized, and excited to bring their experiences and newfound knowledge back to their local branches.

This fall ushers in some positive gains for letter carriers. Monetarily, the latest COLA of \$2,455 began August 27, 2022. In addition to the COLA, effective November 19, 2022, career letter carriers will receive a general wage increase of 1.3% and new pay step P (\$444). CCAs will receive an increase of 2.3% because they do not get COLAs. For retirees, based on the July 2022 CPI, the retiree COLA was projected to be 8.9%. Keep in mind, this number could go up

or down because the 2023 retiree COLA will not be finalized until October 2022. CSRS annuitants receive full COLAs. For FERS annuitants, they will receive COLAs at age 62 and older. If the COLA is between 2% and 3%, FERS annuitants will get 2%. If the COLA is 3% or higher, then the FERS COLA is reduced by 1%.

Regarding staffing, the USPS continues to add installations where they will convert CCAs to career status and directly hire career letter carriers. At the time of this writing, the following Installations in Region 11 are affected by this agreement: Cincinnati and Columbus, Ohio and Albany, Schenectady, Troy and Ithaca, NY. I expect the list to continue to grow.

Safety wise – letter carriers need to remain vigilant in the fall months. Daylight grows shorter each day, children may be running or walking between their bus stops to/from their homes, it's a time of year that bee activity may increase, and damp fallen leaves can provide for slippery situations – especially on oil based painted porches and steps. Now is a good time to make sure your winter gear is in order!

We are also entering into an active political season. Please

make sure you are registered and exercise your right to vote! Your local branch will have information regarding which candidates support us, so in turn we'll know who to support. Regardless of which side of the aisle you support, please be mindful of possible Hatch Act violations. Social media has made it easier for federal employees to violate the Hatch Act. To simplify, while using social media – do not engage in political activity while on duty or official capacity, in the workplace, or referring to your official title or position (not on the clock and not in uniform). If you have any questions or concerns involving the Hatch act, please call our office.

Finally, I would like to take an opportunity of personal privilege and thank the members of Region 11 for giving me another opportunity to serve as Region 11's National Business Agent for a four-year term (2022-2026). The last couple of years have been nothing short of a challenge. As the saying goes, "iron sharpens iron." I have full faith that with your support and all of us working together, we will come out of these challenges stronger and more united than ever.

### REGISTRATION DEADLINES

You must register or update your voter registration no later than 30 days prior to an election. Upcoming voter registration deadlines:

**October 11, 2022 for the November 8, 2022 General Election**

If you register or update your information after the deadline, the change will apply for the next election.

### EARLY IN PERSON VOTING

**Starts October 12, 2022 • Polls open 8:00 A.M. and close at 5:00 P.M. Monday thru Friday.**

**Franklin County Board of Elections • 1700 Morse Rd • Columbus OH 43229**

## MILLER'S MUSINGS Continued from page 3

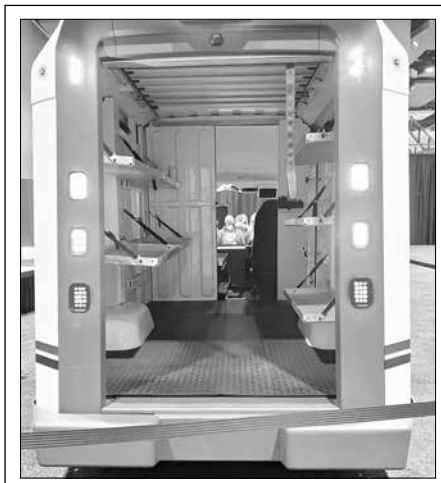
coverings in both cargo and cab. Improved lighting in the cab plus a task light that won't cause window glare. Cargo area light is motion sensed. There are lots of improvements ahead, Sadly the first

NGDV not expected until 2023. As mentioned before Oshkosh has a union plant but decided to build a new plant in a Right to Work state, South Carolina after being awarded the NGDV contract. This is so

wrong, they will pocket the money saved by lower wages. I doth protest!

**Submitted by  
Yana Miller-Farney**

## THE NEW NGDV



## VICE PRESIDENT Continued from page 2

records, only calling in when they truly can't be at work and have no alternative but calling off. Providing proper documentation when required or needed (language is important i.e. unable to perform duties/incapacitated). The union is here to ensure that management follows the proper procedures when it comes to issuing disciplinary actions and do so for all letter carriers; regardless

of whether the disciplinary action is warranted or not. Many carriers are frustrated by the frequent flyer few that call in on a regular basis and hear from those members who are frustrated by their fellow workers. I ask all members to not give into fighting amongst each other and instead place the blame where it belongs which is squarely on management. If staffing, work hours and

treatment of our employees were top notch; would anyone in their right mind think the attendance would be an issue in the Columbus Installation? Please remember We stand United, management loves to see us bicker at each other over an issue that they created.

**Mark Beach,  
Vice President**

# SEPTEMBER 2022 BRANCH MEETING MINUTES

Meeting called to order by President Hornyak; Pledge led by Matthew Zimmerman; Invocation by Valeria Davis. Moment of Silence for Eastland Retiree, Ray Mitchell, passed August 13. He was an active participant in the Branch. Keep his family in your prayers. Regular order of business suspended to welcome new PTF Matthew Zimmerman to NALC Br 78 and received his membership pin.

Mark Beach reported on one of the Convention Workshops that proffered a lot of information on Trustee responsibilities; confirming our strengths and where we could improve our protocols. Some of the other classes were not as good but still worth the time spent.

Valeria Davis thanked everyone that has purchased/reserved tickets for Retiree Dinner, October 1, 2022. We need to give them a final count the Wednesday before (9/28/22) to prepare the correct amount of food. Doors open at 5:45 PM; Cocktails and Dancing 6 PM; Dinner 7 PM. Get your tickets from stewards or call the Hall. We had about twenty for the Retiree Picnic, special thanks to Chef Todd and Mark, shopping and setup. Everyone seemed to enjoy themselves and good to have some recent retirees join us. See you at the Retiree Dinner. Jim Yates, Director of Life Insurance, will be the National Officer in Attendance.

Dean Peruzzi, this was my first National Convention, quite an experience. Attended the HBP workshop to expand knowledge and history of our plan. Discussed the MBA instruments, Open Season coming soon. This plan is owned by us for us, the more enrollees the better our benefits and possibly lower premiums. Examine NALC plan, watch the price differences between Self Plus One and Self and Family; Family has been the better option since Plus One started. No CEOs it belongs to NALC. Some added programs: Hinge Health; Joint and Back, Amwell Psychological; CVS app has information on both.

Ramon Lawson read Treasurers Report.

Yana read August Minutes with one correction Javan Roe was the Active carrier that passed.

## NEW BUSINESS

Spoke on the National Convention and the many exciting speakers from Senate, Congress, State and local representatives. Lee Moak from the Postal Board of Governors and Cecil Roberts, UMW; two of my personal favorites; along with Presidents from US and International Labor organizations. Best Workshop: OWCP, with Anthony Rios from DOL, designer of the ECOMP program and Kevin Card, Asst. to President on Workers Comp. Read many of the resolutions but all can be found in the recent Postal Record issue.

Mark Beach discussed HR 82 WEP (Windfall Elimination Provision) and GPO (Government Pension Offset) and Trustee session; always learn something new. WEP and GPO were instituted by Reagan in 1984, effectively cutting out Social Security benefits earned through non postal employment by those under CSRS.

We enjoyed the hospitality of Chicago and saddened by Fred Rolando's news of retiring.

Trevor pointed out there is a National Election and ballots will be sent to last known address. If you have moved, you're not getting the monthly Branch 78 Bulletin; you have not changed your address with us. Please call the Hall at 614-279-2778 or email us with your correct address immediately, ballots to be sent 9/26 - 9/30/22, if you don't receive it by 10/07/22 please call the Hall, only a Branch Officer can request a replacement. Must be requested, October 11 by 4 PM. Ballots must be received by October 21, 2022 at 5 PM to be counted.

Now starts serious planning of the 2023 Ohio State Association Convention being held in Columbus, our first since 1991. Volunteers are needed, contact the Hall with name and best method to contact you; there is a committee for everyone.

Sixth COLA was announced \$2,455 for Table 1 Step O, proportional for Steps A-N in Table 2. November 19 is the last general wage increase for the 2019-2023 National Agreement; Step P will be added to Table 1 and Table 2.

Labor Management meeting 8/26: FSS is being phased out, currently in Phase 1, no timeline available. Management has been reviewing Limited Duty Job Offers. It is your responsibility to see your physician at least annually, preferably every six months, to continue medical documentation to prevent closure of your OWCP claim. Several carriers had this happen and job offers were withdrawn.

Met with new PM and twenty-three new PTFs. Some spoke up about being given a route plus extra time on another route, their first week. Some OJIs not really training just giving them mail and going off to carry elsewhere, no way to question or get feedback. Not what they expected. Orientation has been weekly since 08/23/22. Help the new carriers learn and stay, we need each of them.

Jacki Mitchell stated managers have told new PTFs they don't need union rep in Office discussions. Informed they should ask if there is any possibility the subject could lead to discipline in the future, if so request representation.

Patrick Dickey appointed Northland manager, Mike Jones appointed Oakland Park manager, Vincent Hairston new manager at East City and Richard Thompson manager at West City. There may be some route Adjustments added in October. There have been seven Article 8.5.F arbitrations since 7/26/22; approximately 100 cases pending arbitration.

The National is only releasing retirees for this election cycle, Doug Gulley is working with the Central Ohio Labor Council on E. Main St at UFCW Building. Anyone interested in volunteering call our Hall. Currently writing short scripts on addressed and postage paid postcards. Ohio State Association legislative training for Letter Carrier Congressional Liaisons (LCCL) on Sunday, October 9 at 10 AM, at Branch 78 Union Hall. The end of the training is a NALC Day of Action completing postcards.

Valeria Davis made a motion seconded by Dean Peruzzi, to spend up to \$500 for door prizes and gift baskets for the Retiree Dinner. **MOTION PASSED**

Mark Beach made a motion seconded by Jacki Mitchell, to spend up to \$4,000 to purchase color coded calendars for Active Branch members. **MOTION PASSED**

Efficient Electric has completed the majority of our electrical work, waiting on some parts. The backup sump pump with alarm has been installed.

### GOOD of the ASSOCIATION

Zaire E. White would have won \$190 had they been present. Meeting adjourned at 7:50.

**Submitted by Yana Miller-Farney**





# 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
DEL Delaware	Mark Beach	740-363-1906
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Eastland	Jeff Stiverson	614-237-1912
East City	Charles Sanders/Alt. Dilien Miller/Alts. Brian Ball, Victoria Wessa	614-469-4466
F German Village	Dean Peruzzi/Alt. Jackie Habash	614-449-9565
G South Columbus	Rob Arnold/ Alt. Dean Peruzi	614-444-0217
GAH Gahanna	Brenda Stidams/Eli Turner	614-472-0696
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GC Grove City	Mike Zeller/Alt. Tricia Douglas	614-875-6327
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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	Katherine Lingrel	614-451-1502
OP Oakland Park	Dale Hillis/Tawandra Ford	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	Jacquelyn Mitchell/Alt. Eric Kennedy	614-451-2302
West City	Allan Moore Sr./Heather Christy/Alts. Shawn Carter/ Richard Hannon	614-469-4465
WV Westerville	Mark Beach	614-882-2243
Westland	Samuel "Cory" Bailey/Kelsie Crosbie/Alt. Eric Scarberry	614-351-0138
WJ West Jefferson	Mark Beach	614-879-9145
WW West Worthington	Jeremy Hirschfelt/Cornelius Scott/Alt. Jeff Freeman	614-793-9789
WH Whitehall	Gary Porter	614-237-1722

# LOOK

FOR THE

# UNION

# LABEL



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

**ARTICLES RECEIVED AFTER THE  
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The views expressed in articles printed in this publication do not directly reflect those of Branch 78 or the Editor.  
**ADDRESS ALL COMMUNICATIONS TO :**  
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

### BRANCH OFFICE PHONES:

614-279-BR78 • 614-279-2778  
www.nalc-branch78.org