

Buckeye Branch 78 Bulletin

Columbus and Central Ohio

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AUGUST 2005



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VOL. 26, NO. 8

PRESIDENT'S PAGE

Branch 78 is gearing up for the state convention in Toledo on August 5, 6 & 7th. If it is anything like the last one in Cincinnati it will be an interesting one. President Bill Young will be there to address the delegation.

I want to congratulate Randy Hartman, Delaware carrier and branch trustee for being selected to the NALC leadership academy. He was one of thirty carriers selected out of several hundred applicants. I know he will represent Branch 78 to the best of his ability.

By the time you read this article management will hire 40 PTF carriers for the city of Columbus.

Some of those are already on board. Now if the associate offices can get some carriers hired those letter carriers would be better off. We have many small offices that are understaffed and overworked. It is the letter carrier work ethic that keeps them afloat. Upper management needs to know that letter carriers are not machines and cannot continue at a pace of over 50 to 60 hours per week. It should be common sense, you have to have the proper staffing to function.

The branch picnic was July 24, 2005. I want to thank Carl Demko and Trevor Payne for their



Rocco
Evangelista

hard work and dedication in putting this together. I hope to see all of you there.

Remember
Keep fighting the good fight!

" A TASTE OF CULTURE" MULTICULTURAL FAIR

The Columbus District Diversity Committee will hold the Annual MULTICULTURAL FAIR on SUNDAY, AUGUST 21, 2005. from 2:00 pm to 5:00 pm at the Processing and Distribution Center located at 2323 City gate Drive in Columbus. This event is free and open to all postal employees and your families. Highlights include: Booths on various cultures, entertainment, and children's area with clown, face painting, train rides dunk tank, and more.....

———— COME JOIN THE FUN!!!! ————

A MESSAGE FROM VICE PRESIDENT BOB SOLT



I recently received a telephone call from a somewhat infuriated Letter Carrier. The question was: what does the

Union do for me? To name a few of the Union negotiated benefits that seem to be the most important to the majority of Letter Carriers are the 5 general wages increases and 8 upward cost of living adjustments, seniority rights, job security, retirement benefits, bidding rights, our own non-profit health benefit plan, paid sick leave, paid annual leave, 10 paid holidays per year for regulars, the Employee Assistance Program, protected salary rates, grievance and arbitration representation, leave sharing, sick leave for dependent care, a National Agreement with 43 separate articles to define work rules and regulations, an enforceable Joint Statement on Violence in the Workplace to stop the abuse of Letter Carriers, free accidental death insurance from the National and Branch 78, uniform allotment and free used uniforms available at the Union Hall, a local

Memorandum of Understanding outlining the negotiated 21 Items and a locally negotiated Elective Leave policy. The Postal Service is not known for its generosity or compassion. If these few listed Union won benefits were not considered, I presume the answer to "what does the Union do for me" would be nothing.

Often we hear of a Letter Carrier being invited to the office by management. Some times the Carrier will ask if they need Union representation. At some stations, a contractually challenged supervisor or manager will inform the Carrier they are not allowed to have a Union Steward present or they just need to talk to them about a few things and sometimes our friends the Postal Inspectors will be waiting to discuss something.



Many Step 3 and Step 4 grievance decisions, Joint Contract Administration Manual and arbitration awards uphold our rights to have Union representation present during an investigatory interview. Decisions of the National Labor Relations Board have established that when an employee being interviewed by the employer is confronted by a reasonable risk that dis-

cipline may be imposed, the employee has a right to the assistance of a Union representative. The NLRB decision further states in part that the employer is in violation when it refuses to permit the Union representative to speak and relegates him or her to the role of a passive observer. If you are asked to accompany management for a pre-disciplinary interview, you must in no uncertain terms inform management that you are requesting Union representation to be present. If you are not provided Union representation, inform management you will answer their questions when a Union representative is present. If you are not provided Union representation a grievance should be filed. Many times a Union Steward is able to disprove a supervisor's rationale for the imposition of what is unjustified discipline before it becomes necessary to enter into the costly and time consuming grievance, arbitration or EEO procedures. If you do receive any type of discipline a grievance should be filed immediately.

Fraternally,

Bob Solt

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**TOGETHER
WE CAN MAKE A DIFFERENCE!!!**

H NALC H NALC H NALC H NALC H NALC H NALC H NALC H NALC H NALC H

MILLER'S MUSINGS

A few weeks ago we treated to a Function Four. I perceived it as a group of high paid managers that stand around and BS with each other all day under the guise of critiquing our stations staffing needs, improper habits and who knows what else. During this time of enlightenment I had the opportunity to get a little COARS/PARS 101. Now, keep in mind how much better this system is and how much time it's going to save, yadda, yadda! If you send in a change for Ronald Smith – Individual and it is put into the system then you send mail to be forwarded that says Ron, Ronnie or another form of Ronald it will be drop kicked back to you no change on file. Think about how many derivatives of names you get like Edward, Ed, Ted, Eddie, Eddy. Margaret, Madge, Meg, Meggie, Peggie, Peggy, Marg, Margie. I am giving myself a headache. So, get very familiar with your customers alternate names so you can get their mail properly forwarded when the time comes. Another little nasty that seems to pop up is DELETE. Watch your little yellow labels. You submit a change instead of entering it as a change ADD it is annotated DEL. I am not sure why they would delete without a cancel forwarding order card but it seems to be a rather prevalent problem. I have two retirement homes and frequently people move from one apartment to another, then perhaps to another

facility with a higher level of care or expire. If you put two apartment numbers on the same change card one will be deleted and the other will be entered. Much as it pains me to say it I miss CFS.

I had an impromptu stay at Club Grant Hospital a few weeks ago and wish to thank those of you who called, visited and sent prayers for a speedy recovery. It really meant a lot. Frequently, I have asked friends what they were going to do in retirement probably because I doubt I'll see that day and want to live vicariously through them. I have had no energy since I came home but have found great solace in sitting on the back porch watching the hummingbirds feed, seeing the sparrows squabble and the squirrels try to rule the feeders. I have mustered up the umph to throw a few rocks at the pigeons but my aim is pretty poor. This morning, I glimpsed the hawk my neighbors have told me about for years. At the far end of the yard across the alley is a tree that was still full of water from the night rain, in the center of one bough was a natural prism that kept blinking like a Christmas light. This morning I had to replenish the hummingbird feeder, before I could move it back mid yard it started to rain so I hung it on the edge of the porch. Shortly thereafter the bird flew up to the usual watering hole and found no nectar. It made several checks

then to my surprise flew right up on the porch, less than five feet from me and drank.

How

wonderful to have all these beautiful gifts to lift ones spirits.

Social Rec is sponsoring a Round Robin Softball event August 28, 10am, Berliner Park off Greenlawn Ave and I-71 South. There must be at least three females on the team to qualify as coed. Contact Chris Stiltner or Bobbee Whitlow 614-472-0466.

Submitted by Yana Miller



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President	Rocco Evangelista
Vice President	Bob Solt
Recording Secretary	Ron Santavicca
Asst. Secretary/Editor	Yana Miller
Financial Secretary	Bill Pagano

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CONTRACT TALK:

I just bid on a new route. Does management have to give me time to learn it?

Article 41 .3.F of the National Agreement states: A newly appointed carrier or a carrier permanently assigned to a route with which the carrier is not familiar with will be allowed a reasonable period to become familiar with the route and to become proficient.

The key to most Labor situations in the Postal Service is reasonable. What might take me 1 week to learn a route might take another carrier 3 weeks to learn. The key is reasonable. Not all carriers work on the same pace. A good supervisor will know that. If you have a problem please inform your steward or call the Union Hall.

Rocco Evangelista



Don't forget the
Branch 78,

NALC Retirement
Picnic

September 6, 2005
at AMVETS

3535 Westerville
Road. Call the union
office for details.

279-2778

FROM THE NORTH.....

In my opinion, the daily attack on some letter carriers from brain-washed supervisors armed with flawed DOIS data has to stop. DOIS is the computer program management uses to determine city letter carrier's daily work performance. For a supervisor to insist that work load data from DOIS is correct, even when the letter carrier says that the job can not be done in that time frame, is an attack on that letter carrier's work ethic.

Some carriers will respond by working faster than safe, others will skip negotiated breaks and lunch while others will adopt the correct position that it is going to take however long it takes. Verbal confrontations on the floor are stressful and counter-productive for everyone involved.

To be disciplined for not completing an assignment in the time approved by management, management must establish "just cause" as mandated by Article 16 of our National Contract. That means that management has to prove and be specific that some behavior exhibited (i.e.: not at your case, tapping a letter, talking instead of casing, etc.) was the cause of the performance failure.

During the route count verification process that we went through last year, carriers were given the temporary right to demand that each piece of cased mail be counted if there was a disagreement over the time that DOIS said a carrier was to leave for the street. We need to have that right returned to us. It is a sad commentary on trust and working conditions when a supervisor chooses to put more credibility in a known flawed computer program than in the people who do this job day after day.

Keep the faith,

Randy Hartman

After several years of retirement, I feel the urge to thank and recommend some of my fellow brothers. Namely our Vice President, Bob Solt, he is indeed a High School Graduate as he reminds his fellow carriers in the first row. Maybe someday he will inform us of the location. I'm sure Bob excelled in the written word. Second, Ron Santavicca, I'm sure you appreciate his hardworking and cheerful attitude. It was a pleasure to "break him in".

Third, Jack LaVally, for the much appreciated Bible. A word of thanks to all my brother carriers. Lastly, a word about my favorite brother, "Rappy" Rapenport. His kindness and gentle approach will always be with me. I will always remember and cherish my 50 years in the union and the hardworking officers of Branch 78.

Dick Wyant

SOLIDARITY FOREVER

BRANCH 78 ANNUAL



OUTING TO BENEFIT MUSCULAR DYSTROPHY

AUGUST 21 2005 ST. ALBANS GOLF COURSE

SHOTGUN START - TEEING OFF 9 AM

\$65.00 per person for ACTIVE CARRIERS

\$40.00 per person for RETIRED LETTER CARRIERS

FEE INCLUDES STEAK DINNER

GET YOUR FOURSOME SIGNED UP EARLY

1. _____ ACT. _____ RET. _____

2. _____ ACT. _____ RET. _____

3. _____ ACT. _____ RET. _____

4. _____ ACT. _____ RET. _____

Phone Contact Number _____ Amt. Enclosed _____

Make Checks payable to: MDA/BR78



SOCIAL & REC. COMMITTEE PRESENTS

A DAY OF FUN IN THE SUN

Clerks

Carriers

**ROUND ROBIN CO-ED SOFTBALL
GAME AUGUST, 28, 2005!!!!**

**ANYONE INTERESETED IN BEING
A TEAM CAPTAIN PEASE CONTACT
CHRIS STILTNER @ 472-0563**

Mailhandlers EAS Maintenance



RETIREE APPRECIATION DINNER



October 1, 2005

BERWICK PARTY HOUSE
3250 Refugee Road

Social Hour 6:00 PM
Dinner 7:00 PM

Retiree \$7.00 per ticket
Active \$9.00 per ticket

You must make reservations.

Call Director of Retirees

JACK LEVALLY
614-875-2220

Leave name and how many attending

YOU MUST HAVE RESERVATIONS TO PAY AT DOOR

Buckeye Branch 78

1029 Harrisburg Pike
Columbus, Ohio 43223-2524

**National Association of Letter Carriers
AFL-CIO**



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VICE PRESIDENT	BOB SOLT	756-4664
REC SECRETARY	RON SANTAVICCA	740-927-1174
ASST SECRETARY/EDITOR	YANA MILLER	253-4163
FIN SECY-TREASURER	BILL PAGANO	614-565-8987
EEO OFFICER	MICHAEL HOLMES	475-2634
SGT-AT-ARMS	EDWARD STEWART	279-2778
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NL Northland	Andy Curtis/Kent Fling	890-1180
NW Northwest	Keith Etherington	451-1502
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LOOK

FOR THE

UNION LABEL



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

**ARTICLES RECEIVED AFTER THE
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THE FOLLOWING MONTHS
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**The views expressed in articles
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**ADDRESS ALL COMMUNICATIONS
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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

RETIREES MEETING-1:00 P.M.

First Tuesday of each month

BRANCH OFFICE PHONES:

279-BR78

279-2778

www.nalc-branch78.org