

Buckeye Branch 78 Bulletin

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AUGUST 2007



VOL. 28, NO.7

PRESIDENT'S PAGE

Letter Carriers suffered a loss by the tragic accident of Robert Connell and Sally Dye, both carriers at the Livingston Station. Late early Sunday morning July 15th, they were killed in a collision with a drunk driver near the home of where they both lived. Bobby and Sally had young children who will deal with this tragic loss for the rest of their life. Our sympathy goes out to all the family members and co-workers who grieve for this young couple. A trust fund has been set up for Bobby's son by his family. Donations may be made to any Huntington National Bank or the First National Bank in New Holland, Ohio in the name of Tiantie' Connell.

Sally leaves behind a young son and daughter. Ironically, Sally's mother Sarah was killed several years ago by a drunk driver also. Sarah was a carrier at the Westerville Post Office.

We have an a tentative contract. Some major details have to be worked out before it is mailed to the membership for ratification. Most seem pleased with the pay package but I am concerned about other issues like the "third bundle", and DOIS. I hope for the benefit of all carriers the NALC negotiates both items that will please the membership. Both are very important issues. The branch will share with each member in a mailing when we are informed an agreement has been reached. Letter carriers will pay 5% more towards health care by the end of the five year agreement. The average letter carrier for family coverage, will pay an average of \$21.84 more per pay period by the end of the contract. In this day and age that is not bad compared with what other employees are expecting and getting from their employers.



Rocco
Evangelista

Under the proposed terms, the average letter carrier salary would increase \$4,200 over the life of the contract. This does not include nine cost of living increases over the life of the contract. During the last contract, letter carriers received \$3,556 in COLA increases over the 5-year agreement. I will keep you informed of any other information I receive on the contract.

**Remember-Keep
fighting the good fight!**

Rocco Evangelista



A MESSAGE FROM VICE PRESIDENT BOB SOLT

It is with deep regret that we have learned of the deaths of Sally



Dye and Robert Connell. Sally and Bobby were Letter Carriers assigned to Livingston Station.

They died in a two-car, head-on collision on a Fayette County highway on July 15, 2007. The driver of the other vehicle also died at the scene of the crash. Our heartfelt condolences go out to Bobby and Sally's families, co-workers and friends.

By now, most everyone has heard something about the new contract. The National Association of Letter Carriers has announced they have reached a tentative agreement with the U.S. Postal Service. The tentative contract will be submitted to the active membership for ratification as soon as possible.

The tentative agreement calls for five general pay increases totaling 8.85 percent over the term of the 2006-2011 agreement and nine cost-of-living adjustments. Under the proposed agreement the average Letter Carrier salary will increase \$4,200 over the life of the contract from general pay increases.

The tentative contract will gradually raise the percentage of health insurance premiums paid by Letter Carriers under the Federal Employee Health Benefit Program. The agreement keeps the Postal Service's current share of costs of 85% in 2007 and 2008, but reduces that share by two percentage points to 83% in 2009 and an additional

one point in each of the following three years: 82% in 2010, 81% in 2009 and 80% in 2012.

There are two new Memoranda of Understanding regarding protections against contracting out city Letter Carrier work. One prohibits the outsourcing of any existing city delivery services during the term of the contract and the other one establishes a national Joint Committee on subcontracting of new delivery points.

The eight and final regular cost of living raise under the 2001-2006 National Agreement was \$790 annually. This eighth cost of living raise is equal to 38 cents per hour or \$30.40 per pay period. This single cost of living raise is more than enough to pay the meager price of our Union dues. If you work in an office with any non-members, this alone should convince them to pay their fair share by joining the National Association of Letter Carriers.

We continue to receive phone calls from Carriers that have received discipline and not grieved prior discipline and are now up to a fourteen day suspension or even a removal. It is of the utmost importance to file a grievance anytime discipline is issued. With progressive discipline, each discipline that is issued will be more severe. Even though the discipline may be a letter of warning or a no-time-off suspension management is keeping track of them. If the discipline is not grieved it will remain in the employee's file for two years. An employee or union representative must discuss the grievance with the employee's immediate supervisor within fourteen calendar days of

when the grievant or the Union first learned, or may reasonably have been expected to learn, of its cause.

Letters of warning are official discipline and should be treated seriously. They may be cited as elements of prior discipline in subsequent disciplinary actions subject to the two year restriction. The record of a disciplinary action against an employee shall not be considered in any subsequent disciplinary action if there has been no disciplinary action initiated against the employee for a period of two years.

For those of you who may have the misfortune to encounter that one out of a million contractually challenged hairy knuckled supervisor who should still be walking on all fours and tells you that you do not need to file a grievance, politely inform them it is your right to file a grievance and you wish to do so. Discipline does not magically disappear without a written grievance resolution.

Again this year Branch 78 will be having the golf outing on August 19, 2007. The outing is at St. Albans golf course and has a shotgun start that tees off at 9 am. The outing is held to benefit muscular dystrophy.

The Branch 78 annual picnic will be at Fran Bar Park on E. Broad Street on September 9, 2007. The picnic is from noon until 4 pm. At the picnic we have, among other things, good food and beverages, fishing, games and the opportunity to spend time with friends.

Fraternally,

Bob Solt

MILLER'S MUSINGS

It is difficult to come up with an article every month. My inspirations usually come from the station and once I get to where I can write note to boost my memory the idea is frequently gone for good. Such was the case this month until I found this wonderful piece given to me by someone whose name also eludes me. These quotes are from the Postal Pilot December 2004 Issue 136.

If you don't like working with people, you shouldn't be in the management business. This may sound a little harsh; however, management is all about managing people, especially in our organization. You have to have people skills to get the job done. These people skills are essentially related to communications. Communications is a two-way process – listening and being able to give the right information to the right people at the right time.

Why do you have to be a people person and have good communication skills to be successful? Your objective as a supervisor, or a manager, should be to build a high performing team. The team is your foundation for success.

In order to have a high performing team, you have to create a bond with all members of your team. That bond comes from knowing each other, from caring about each other and from being able to openly express ideas. In the Postal Service our goal is to create a workplace that embraces dignity and respect and

fosters teamwork.

A lot of what I am talking about has to do with morale. Each of us wants to increase individual morale because, as we do that, we increase the willingness of each person we work with to be a part of the team. It is here that communications skills become very critical.

The more you read through these four paragraphs it will be obvious that very few of the managers and supervisors we are subjected to, have ever read this article. I am sure the each of you will cite at least two incidents that prove there is a serious lack of interpersonal skills amongst the supervisors and managers in our little corner of the postal realm. Example: You request a few hours of annual to attend the funeral of a close friend and the response is, "You picked a good day because we're not shorthanded that day." I don't know about you but I have never picked a good day to attend a funeral. If the last part hadn't been added you might think the weather forecast was favorable. I was appalled at the comment but restrained myself from uttering any part of what went through my mind at the time. None of which was flattering or polite.

Let us consider that bonding business. If I express to you that I am unable to meet your request to perform a certain function within the time frame you want. And I explain why but you persist in making the same request day in and day out. When I fail to perform at your expectations and you threaten me. It is highly unlikely that you and I will bond.

Additionally, you have set me up to fail repeatedly. Thus I am sure you do not care about me or my feelings.

This failure to produce will eventually destroy a person's dignity.

Morale has been at an all time low since DOIS entered the picture. It doesn't matter what state you work in everyone has felt the pressure to perform impossible feats. My route was adjusted to eight hours six months ago but you tell me I am an hour light on a regular basis. I am not



Yana Miller

Continued on page 4

Buckeye Br. 78 Bulletin

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MILLER'S MUSINGS

Continued from page 3

able to get on the street an hour earlier. That would be the only way I could make that hour pivot. I am not supposed to cut mail to pivot and I have another two plus feet of mail but I am an hour light. I am instructed to complete a 96 but you tell me you don't have time to look at it. Or after the Plan Five DPS is seventy four thousand, there are already six feet of flats and I give you a 96. Your response is you don't know what you have yet. Is that any different from the days in the Plan Five you don't have the DPS

count but you tell us you're all going to pivot at least an hour? I think not.

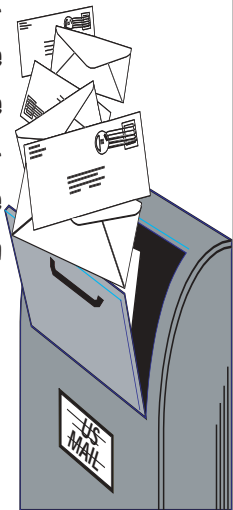
I can appreciate the fact that First class mail volume may be dropping but house to house, thin bulk has not. I have more to deliver on a daily basis than ever except during the last elections.

It is my hope that the talks on the National level regarding DOIS will actually produce some real results with attainable outcomes not these numbers snatched from the hind ends of the powers that be.

MEMBERS OF BRANCH 78

If you have something to share with us. Please send us your article before the 1st Wed of each month.

**GET
INVOLVED!**



MEMORIAL LIST

Charles P. Garish	5/24/06
Josefina Velez	6/01/06
Daniel R. Fee	7/06/06
James F. Wallace	8/09/06
John E. Washington	8/31/06
John J. Devery Jr.	10/31/06
Melvin Sindel	10/31/06
Richard Harris	12/01/06
Harry J. McCabe	12/02/06
Carl F. Buttler	8/22/06
Frank L. Schrader	1/04/07
Thomas E. Curry	10/17/06
Edward S. Anderson	4/12/07
Jerold D. Webb	5/08/07
Raymond W. Cahill	5/08/07
Ralph N. Riggs	5/00/07

★ NALC ★ NALC ★



**Together
We Can
Make
A Difference !!!**

★ NALC ★ NALC ★



SAFETY
FIRST



“Doing It By Numbers”

With managers and supervisors being pushed to maximize their bottom line numbers from efficiency experts at headquarters, carriers are being conditioned to throw working safety out the window!

Some mounted route carriers are being told to take out (without casing) multiple house to house mailings. If you are one of these carriers and you feel there is no safe way to work for safe place to stage these multiple bundles, you must report this condition to your supervisor. He/she must recommend or describe specific action to eliminate the unsafe condition or practice.

Each morning carriers are becoming more and more aggravated when a supervisor tells them they have “down time” (according to DOIS) and will not even listen to the carrier, who has a better idea of what he/she can do with the mail available at their case. This type of badgering can and will lead to a hostile and unsafe environment. This also creates an unsafe environment on the street as carriers become so agitated that their thoughts are on what happened previously and not on working safely.

If you are being told to perform an unsafe practice, it is your responsibility to report the unsafe practice to your manager, safety captain and union steward, and to fill out a form 1767 (report of hazard, unsafe conditions or practice). Instructions are on the back of the form. If you desire anonymity, send the completed form directly to the Safety Office and I suggest a copy to the Union Hall as well.

Fill out the 1767 form! Don't wait until something happens to you.

Tony Snyder
Safety Rep. BR78

DON'T FORGET!

To Make Your Contribution To COLCPE

MAIL
YOUR
CONTRIBUTION
TODAY!



MAKE YOUR CHECK PAYABLE TO COLCPE

Mail to:
Buckeye Branch 78
1029 Harrisburg Pike
Columbus, Ohio
43223-2524

SIGN UP
FOR
AUTO DEDUCT
FROM YOUR
PAY CHECK
OR
CHECKING
ACCOUNT!



Newly Retired Members of Br 78



Rocco Evangelista congratulates Bob Johnson, Ed Layton and Al Blake on their retirement from the Whitehall Station.



Ray Conrad from Beechwold.



A STORY ABOUT THE POSTAL SERVICE NO ONE HEARS ABOUT

Our 14 year old dog, Abbey, died last month.

The day after she died, my 4 year old daughter Meredith was crying and talking about how much she missed Abbey. She asked if we could write a letter to God so that when Abbey got to heaven, God would recognize her. She dictated and I wrote:

Dear God,

Will you please take special care of our dog, Abbey? She died yesterday and is in heaven. We miss her very much We are happy that you let us have her as our dog even though she got sick. I hope that you will play with her. She liked to play with balls and swim before she got sick. I am sending some pictures of her so that when you see her in heaven you will know she is our special dog. But I really do miss her.

Love, Meredith Claire

P S: Mommy wrote the words after Meredith told them to her.

We put that in an envelope with two pictures of Abbey, and addressed it to God in Heaven. We put our return address on it. Then Meredith stuck some stamps on the front (because, as she said, it may take lots of stamps to get a letter all the way to heaven) and that afternoon I let her drop it into the letter box at the post office. For a few days, she would ask if God had gotten the letter yet. I told her that I thought He had. Yesterday there was a package wrapped in gold paper on our front porch.

Curious, I went to look at it. It had a gold star card on the front and said "To Meredith" in an unfamiliar hand.

Meredith took it in and opened it. Inside was a book by Mr. Rogers, "When a Pet Dies" Taped to the inside front cover was the letter we had written to God, in its opened envelope (which was marked Return to Sender: Insufficient address) On the opposite page, one of the pictures of Abbey was taped under the words "For Meredith" We turned to the back cover, and there was the other picture of Abbey, and this handwritten note on pink paper:

Dear Meredith,

I know that you will be happy to know that Abbey arrived safely and soundly in Heaven! Having the pictures you sent to me was such a big help. I recognized Abbey right away You know, Meredith, she isn't sick anymore. Her spirit is here with me—just like she stays in your heart—young and running and playing. Abbey loved being your dog, you know.

Since we don't need our bodies in heaven, I don't have any pockets!—so I can't keep your beautiful letter. I am sending it to you with the pictures so that you will have this book to keep and remember Abbey.

One of my angels is taking care of this for me. I hope the little book helps. Thank you for the beautiful letter. Thank your mother for sending it. What a wonderful mother you have! I picked her especially for you. I send my blessings every day and remember that I love you very much. By the way, I am in heaven but wherever there is love, I am there also. Love, God and the special angel who wrote this after God told her the words."

As a parent and a pet lover, this is one of the kindest things that I've ever experienced. I have no way to know who sent it, but there is some very kind soul working in the dead letter office. Just wanted to share this act of compassion.

PC Magazine's 2007 editors' choice for best Web mail-award-winning Windows Live Hotmail.

BR 78 ANNUAL GOLF

OUTING TO BENEFIT MUSCULAR DYSTROPHY

AUGUST 19, 2007

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 _____

Send Payments to:

JASON FRY

NALC

1029 Harrisburg Pike

Columbus, Ohio 43223-2524

Branch 78 News Flash

They would have won the drawing had they attended their branch Meeting!

May	James Bogner	\$330
June	Ron Hessler	\$340
July	George Armor	\$350

Maybe next time!

SPEND AN EVENING WITH FRIENDS ATTEND YOUR UNION MEETINGS!

STEWARDS MTG-6:30 P.M.
First Wednesday of
each month

OFFICERS MTG-6:00 P.M.
The Monday preceding
Steward Meeting



BRANCH MTG-6:30 P.M.
Second Wednesday
of each month

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

NALC Retirement Picnic



September 4, 2007

AMVETS

Call the union office for details, 279-2778

3535 Westerville Road

BRANCH 78

ANNUAL PICNIC

SEPTEMBER 9, 2007

Fran Bar Park

Noon - 4



Food & Beverages

Clowns & Face Painting



Pony Rides

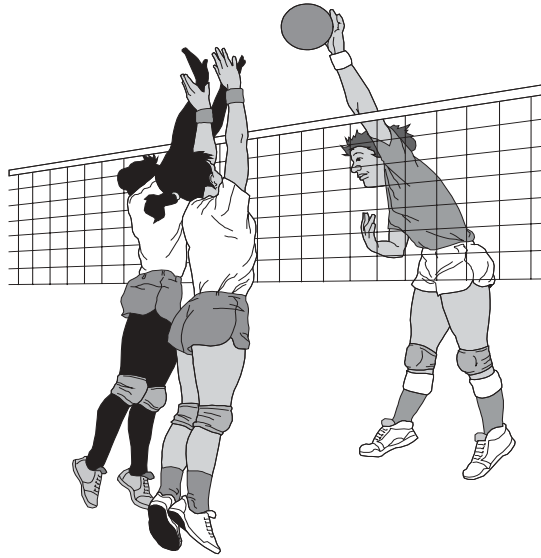


Balloons

Games

Fishing Pond

Branch 78 Picnic



Volleyball Team Signup

Team Name: _____

Players (6 minimum):

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Station: _____

Team Contact: _____

Phone Number: _____

Send Signup form to:
Trevor Payne
1029 Harrisburg Pike
Columbus, Ohio 43223-2524

Return by September 1, 2007

Buckeye Branch 78

1029 Harrisburg Pike
Columbus, Ohio 43223-2524

National Association of Letter Carriers

AFL-CIO



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BRANCH #78 OFFICERS

PRESIDENT	ROCCO EVANGELISTA	UNION HALL 614-279-2778
VICE PRESIDENT	BOB SOLT	756-4664
REC SECRETARY	RON SANTAVICCA	740-927-1174
ASST SECRETARY/EDITOR	YANA MILLER	253-4163
FIN SECY-TREASURER	TODD HORNYAK	279-2778
EEO OFFICER	MICHAEL IACOBONI	279-2778
SGT-AT-ARMS	EDWARD STEWART	279-2778
DIR OF RETIREES	JACK LEVALLY	875-2220
MBA HEALTH BENEFIT	CHUCK SHARP	(H) 937-843-2546 or (C) 614-314-9302
HEAD TRUSTEE	CARL DEMKO	351-0137
TRUSTEE	GARY BOLLER	237-1912
TRUSTEE	CARL BOOTH	491-1675
TRUSTEE	RANDY HARTMAN	740-363-1906
TRUSTEE	TREVOR PAYNE	447-8078

LOOK

FOR THE

UNION LABEL



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

STATION	STEWARD	BUSINESS-HOME
A Short North	Jerri Frierson	294-4922
B Clintonville	Douglas Lawver	447-8078
BW Beechwood	John Klinger	447-8078
BEX Bexley	Jacki Mitchell	237-2830
Canal Winchester	Gary Boller	471-8289
C Linden	Marcus Jones	
CP Central Point	Alan D. Moore Sr.	228-1570
CIR Circleville	Rocco Evangelista/Bob Solt	279-2778
City Gate Collection Unit	Alt. Spencer Lymon	472-0500
DEL Delaware	Randy Hartman/K. Sutton Alt.	1-740-363-1906
DUB Dublin		889-0763
Eastland	John Gibbons/G. Boller	237-1912
E Olde Town	Steve Bryant	253-7350
F German Village	Douglas Bryant	449-9565
G South Columbus	Walt Brumfield/Vince Eddy Alt.	444-0217
GAH Gahanna	John Slifko/Doug Doherty	471-8289
GP Groveport	Rocco Evangelista/Bob Solt	279-2778
GC Grove City	Dave Kitchen	
HILL Hilliard	John Farranto Alt.	876-7021
HT Hilltop	Mark Beach	351-0137
LV Lincoln Village	Rick Baker/T. Hornyak Alt.	351-0137
LIV Livingston	Ray Pugh	237-9570
LON London	Jon Robinson	1-740-852-1881
MO Main Office	Matthew Gannon/Marvin West Alt.	469-4216
MV Marysville	Doc Holliday	1-937-642-1961
MT Gilead	Emma Jane Vail	
MTV Mount Vernon	Paul McCamey	351-1701
NE Northeast	Mark Martin	279-2778
NL Northland	Charles Armstrong/Joan Nevels Alt.	890-1180
NW Northwest	Keith Etherington	451-1502
OP Oakland Park	Madonna Keller/P. Trzcinski Alt.	476-1590
PIC Pickerington		837-5793
PLN CTY Plain City	Teresa Thomas	614-873-4004
REY Reynoldsburg	Doug Sawyer	279-2778
SHEP Shepard	Larry Hamby	476-1590
TV Tri-Village	Brenda Barton/D. Brickey Alt.	469-4232
U University		294-7292
UA Upper Arlington	Tom Wilson/Tom Parise	451-2302
WV Westerville	Brad Turner/DJ Goodwin/K. Fraley/D. Hairston	882-2243
WJ West Jefferson	Robin Brown	1-614-879-9145
WW West Worthington	Regina Taylor	793-9789
WH Whitehall	Dan Churry	237-1722
WOR Worthington/Busch	Jeff Freeman	846-6088

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

**The views expressed in articles
printed in this publication do not di-
rectly reflect those of Branch 78 or
the Editor.**

**ADDRESS ALL COMMUNICA-
TIONS 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:
279-BR78
279-2778
www.nalc-branch78.org**