

BUCKEYE BRANCH 78

BULLETIN

Columbus and Central Ohio



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FEBRUARY 2010



VOL. 31, NO. 2

PRESIDENT'S PAGE

It is well known this organization is in financial trouble. In part it is due to a drop in mail volume, also in part to fiscal mismanagement. Everyone has a solution on how to control the downward spiral of this great organization. Mine is very simple-start at the top. Start with Postmaster Potter and his staff. Cut out the perks and bonuses. I know some of the managers that read this will say: "But if he worked for a private company he would be making a lot more". Maybe, but if he worked for another company that was losing this much money, he would be fired. Besides trying to push the five day work week, what has been done to stop the spiral? How many districts were eliminated? How many area jobs were eliminated? It is true some employees retired but someone else was slotted into that job. Many of the positions that were eliminated, those employees were shifted elsewhere. As an organization we are too top heavy. We do not need a group of Vice-Presidents micro managing a District. If the District cannot take their orders from Washington, get rid of the District and find someone who can. We need leadership in Washington that can take this organization through the rough waters as well as through the good times. In a report

to Congress it was disclosed that from Fiscal year 2005 to Fiscal year 2009, USPS debt rose from \$0 to 10 billion dollars. The maximum debt we can carry is 15 billion. A sizable loss for 2010 is already predicted.

Eliminating a day of delivery is not the only solution for this financial crisis. I am from the old school. I came in when the number one priority was customer service. Customer service has gone along the wayside with the pride that many of the Letter Carriers that worked here before us carried for many years. It is proven that an organization can put customer service first and still operate within the confines of fiduciary responsibility? Is it MSP points or some other time wasting practice that has consistently placed the USPS at the top of the most trusted government worker list each year? No, it is the letter carrier, the one person "our" customers will see each day.

We have to look within the operation to determine what needs to be eliminated to reduce operating cost within the organization. Again I say, start at the top; eliminate the micro managing and the six figure salaries. Let the managers manage, if they can't, get rid of them and find someone that can. Because a person earns an enormous salary with perks,



Rocco Evangelista

does not make him a great leader, his actions will tell the tale and leave his/her legacy.

On to a good note. Chuck Sharp resigned as Health/MBA representative. I have appointed Mark Beach to fill the position. Mark has been a steward for some time and has paid his dues. With the position comes much responsibility which I know he can handle. Any questions concerning the Health Benefit Plan may be directed to Mark, but as always, anyone at the hall may help on any issue you may have. I look forward to working with Mark on the executive board.

Jim Bidwell from the University station recently retired. Jim was one of the best letter carriers I have known through the years. He knew how to do his job and did it well. I wish him the best and he will be missed.

Keep fighting the good fight!

Rocco Evangelista
Rocco Evangelista

A MESSAGE FROM VICE PRESIDENT BOB SOLT



L i f e goes on in somewhat of a less than perfect or at times even sub-human conditions for

some of the Letter Carriers in central Ohio. Recently a Letter Carrier who was harassed on the workroom floor became so distressed he turned in his resignation. This was not a TE or PTF that didn't know about the despicable treatment some Carriers receive from some of the less than honorable in management. This Carrier was a regular that has been employed by the Postal Service for several years. What would make a Carrier suddenly decide they could not take the harassment any longer and quit their job? Could it be the unwarranted route adjustments, being pressured into not taking their lunch and breaks, being accused of stealing from the Postal Service if they use overtime or any other of the countless little insults from the book of Lets See How Mad We Can Make Them. Luckily the Carrier's Union Steward was nearby, got involved and sensing the severity of the situation got the Carrier to the Employee Assistance Program. After talking with a counselor at EAP the Carrier decided to rescind his resignation. If it weren't for the quick action taken by the Union Steward the employee would undoubtedly be out of a job. Do not permit management to harass or intimidate you in any way. We have the grievance and EEO pro-

cedures to stop abusive management personnel. Contact someone if you are having problems.

I recently received a presorted first class letter that didn't appear to be a bill or a solicitation for money. After opening the letter I see it has the United States Postal Service logo on it and is signed by a Vice President and Consumer Advocate, U.S. Postal Service. My excitement level is about to explode as I begin to read the letter. The letter starts out with "I am writing to ask for your assistance in a confidential volunteer panel". I am ecstatic that the Postal Service would ask me to be on a confidential volunteer panel. At last I have my chance to let the Postal Service know what they are doing wrong and how to correct everything. The letter continued to explain that the volunteer panel would measure the timeliness of mail delivered by the Postal Service. The letter further explained how volunteers are needed in my area and by joining the National Team of Reporters I would play an important role in providing valuable feedback to help enhance the services. As a thank you for my participation I would have the opportunity to participate in a rewards program that offers points redeemable for gift certificates and discounts on merchandise at more than 300 well-known retailers. But of course I am thinking there must be some catch to this whole thing. The letter goes on with :

You will make an ideal Reporter if:

- You collect and open your mail every day – Monday through Saturday

- You receive your mail directly from the Postal Service, and it is not handled by a third party
- You have access to a computer and the internet or a phone to report your mail every day

As I finish reading the letter I wonder why the Postal Service does not mail out questionnaires to be completed by the National Team of Reporters and then mailed back to the top secret location to have the results tabulated. Do they not trust the Postal Service to mail important information? This added revenue could certainly help. Has anyone out there received an offer such as this?

Article 10.5 of the National Agreement provides for the continuation of the sick leave program. Sick leave is leave which "insures employees against loss of pay if they are incapacitated for the performance of duties because of illness, injury, pregnancy and confinement, and medical (including dental or optical) examination or treatment." Some in management will try to harass Carriers into not using sick leave. We still have the National Agreement, we still have sick leave. If you have to use sick leave you are the one who decides if you use it and not management.

Fraternally,
Bob Solt



MILLER'S MUSINGS

Oh how I love FSS and the astute managing of mail volume. Anything will be run to boost numbers; what, letters in your FSS trays, no way! Yes, way! Those of you walking with FSS, how often do you have to pick up those miniature size periodicals because you grip the mail in one area and they are not quite big enough to be caught in your grip. Since you are not clairvoyant there is no way of knowing they are there. There have been carriers written up for delaying the mail because of a sleeper in their case. Management delayed ten thousand pieces because of the weather and that was a okay. The next day you have a double dose and not just first and second.

The day after a holiday that the majority of the business world does not observe has always presented challenges. The experience is heightened with FSS because you have triple the flats and the logistics

of fitting everything in your vehicle in a manner that allows you easy access is pure joy. I am an expert packer but I have yet to come up with a plan that works with more than three trays of FSS. Imagine the confusion when you have eight or twelve. The managers cannot comprehend what is so difficult or why you are so far behind. It really is comical when they tell you to cut bulk when you have very little at the case because it was all run in the FSS.

Things that are normally run in dps are sent to your case for no apparent reason. The whole system is quite bewildering. Love it or hate it we make it work. Let them dream up a system and we will figure a way to get it delivered, it's just what we do. Most of us are distressed by the destruction and poor condition of many of the periodicals. The crease an inch from the spine is one thing but shredded and detached covers are unacceptable. They are not

placed in "WE CARE" body bags just shoved into the trays and sprung on you at the delivery point. What do you do deliver it or take it back for the baggie and deliver it tomorrow? It is embarrassing to say the least; they probably think we've been carrying it around a week till we finish reading it then drop it all dog eared in their box. They don't make it easy to provide quality service.



Yana Miller-Farney

Submitted by Yana Miller-Farney

FEBRUARY IS BLACK HISTORY MONTH



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FROM THE NORTH

Anybody who worked the Tuesday after the Martin Luther King holiday should now be convinced that management is incompetent when it comes to mail distribution. Enough said.

The Merit Systems Protection Board (MSPB) recently issued recommendations that federal agencies develop policies regarding the use of alternative discipline. The USPS, at least in the Columbus district, seems to have an unpublished policy that every rule infraction or every accident results in discipline. The NALC is responsible for arguing on behalf of the disciplined party using the agreed upon grievance procedure. This involves communication between management, union representatives, employees and witnesses who are all on the clock. Sometimes, if not settled, these grievance procedures involve multiple steps; informal A, formal A, B team and arbitration. At a time when the USPS is losing millions of dollars, alternative discipline is something that needs to be explored. Alternative discipline would be a mutually binding contract that may require:

- an employee to write a research paper on the misconduct performed to better understand the harm done to the Postal Service, or
- issue a public apology, or
- attend Employee Assistance Program (EAP), or
- counseling that is relevant to the misconduct.

A more logical option would be for management to abandon the “us against them” mind set they appear to have and recognize that most accidents are accidental and most rule infractions were unintentional. I doubt that will happen.

The Office of Inspector General (OIG) has also recently issued a report. Their report was titled “Management of City Letter Carriers Street Performance.” The objective of the report was to determine if “management could strengthen controls to reduce carrier misconduct.” This alleged misconduct ranges from “theft of time to inappropriate behavior while delivering mail.” Among the report’s recommendations was a suggestion to convert the city carrier pay system into an “evaluated com-

pensation system” similar to the one used by rural carriers. The report states that “this compensation method motivates carriers to complete their routes as expeditiously as possible. USPS management responded that while converting city carriers to an evaluated pay system is “desirable”, previous efforts to do this have been unsuccessful. However, a second recommendation of the report was accepted and is currently being implemented in select areas of the country. That is, GPS units are being installed in city carrier delivery vehicles. The initial phase has 500 units installed in the Chicago district. A management analysis report determined that these 500 GPS units will save the USPS over \$1 million in overtime costs over the next 2 years. Management has become so giddy over this that they have expanded the program to other select districts on the east coast.

Keep the faith,

Randy

Listed below are those that have reached a monumental goal with the NALC. Seventeen members have reached Gold Card status and two have been members of our branch for 60 years. They will receive their Gold Cards and 60-year pins at the annual Retirement Dinner in October. Please watch the branch publications for more information. To receive or obtain Gold Card status, it is for time as a branch member may not necessarily be time of service. If you believe there may be some additions or corrections please contact me.

Thanks, Doug

2010 GOLD CARD

Edwin Baker

Frank Bohn

Richard Burke

James Carter

Robert Dardinger

John Doughty

Patrick Finneran

Herbert Henderson

Robert Jackson

Walter Land

James Martin

Raymond Morgan

Isaiah Ransom

Roland Reuter

Robert Sagstetter

James Taylor

James Williams

60 YEARS

Harold Deweese Jr. May 1950

Robert Wilson February 1950



BRANCH 78 SCHOLARSHIP APPLICATION

Applicant, fill out required information below.

Name: _____

Address: _____

City: _____ Zip: _____

Please Check One:

- Son _____
- Daughter _____
- Stepson* _____
- Stepdaughter* _____
- Grandson* _____
- Granddaughter* _____

of an: active _____ retired _____ deceased _____

Name of member: _____

Branch 78 Officer : _____

Station Steward: _____

Date Signed: _____

Eligibility

Applicant must be the son, daughter or legally adopted child of a NALC letter carrier member in good standing — active, retired or deceased.

Applicant's parent must be a NALC member in good standing for at least 12 consecutive months prior to making application. NALC member must also be in good standing at time of award.

Applicant may not be a relative of any member of the scholarship judges.

Applicant must be a graduating high school senior for the 2009-2010 school year when making application. The form must be submitted and signed by the NALC member, and a Officer of Branch 78 or Station Steward. This form must be returned to Branch 78 by August 1, 2010.

BRANCH 78 SCHOLARSHIP APPLICATION

Continued from page 5

Requirements

All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year, and a copy of the original printout of the scores from the administering organization must be received at Branch 78 headquarters with application by midnight, August 1, 2010

All biographical questionnaires and secondary school reports must be received at Branch 78 by midnight, August 1, 2010.

Please submit the following:

1. Application
2. Official copy of ACT/SAT scores
3. Official High School Transcript for all 4 (four) High School Years.
4. Date of Graduation.
5. A Introductory letter (1 page minimum) talking about:
 - Background (personal and academic), future plans
 - Extracurricular activities involved in (if any)
 - Community/Volunteer work (if any)
 - Awards/Recognition (if any)
 - Work Experience (if any)
 - Leadership Positions (if any)

Regulations

Scholarship is to be used toward pursuing undergraduate degree at an accredited college of recipient's choice.

Winners may accept other college scholarship assistance in addition to the Branch 78 award.

If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year (12 months).

If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.

If the NALC member is suspended by Branch 78 or enters supervision, scholarship will be canceled.
Terms of awards

The official scholarship judges will award two scholarships (one male winner, one female winner).
Decisions of the judges will be final.

Branch 78 Scholarship awards will be a one time \$500 scholarship. Award money will be deposited with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required books, college fees, including room and board and transportation fees.

*Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.

Other important information

Address scholarship packet to: Branch 78 Scholarship
1029 Harrisburg Pike
Columbus Ohio, 43223

Any application that is incomplete will be invalid and not considered for award.

This month I would like to focus on how to report an "On the job injury." The Federal Employee's Compensation Act (FECA) is administered by the Office of Worker's Compensation Programs (OWCP). OWCP provides benefits to Postal Employees for personal injury sustained while in the performance of duty or to occupational disease not employment. The FECA also provides payment of benefits to dependents if the injury or disease causes the employees death. Benefits include the payment of medical expenses, wage loss, supplies, transportation, etc. Benefits cannot be paid if the injury or death is caused by willful misconduct of the employee. All employees regardless of the length of time on the job or type of position held; probationary, temporary, part-time, and seasonal are covered. Since a minor injury can develop into a more serious condition, all injuries should be reported when they occur. You cannot receive pay if an injury is not reported. Remember, knowingly and willfully falsifying, concealing or covering up a material fact, or making false, fictitious or fraudulent statements can be punished by removal from the postal service and imprisonment.

The steps you take should you become injured at work are as follows: report your injury to your supervisor as soon as possible and obtain first aid as necessary. Complete a written report Form CA-1 or CA-2 of which you can obtain from your supervisor.

Form CA-1: Notice of Traumatic Injury and Claim for Continuation of Pay. Form CA-2: Notice of Occupational Disease. These two forms should be filled out right away, but you do have 30 days from the date of the injury. When these forms are completed, management has 10

work days to submit to OWCP.

The following are the differences between a Traumatic Injury and an Occupational Disease or Illness:

Traumatic Injury is a wound or other condition of the body caused by external force, including stress or strain. The injury must occur at a specific time and place, and must affect a specific member or function of the body. The injury must be caused by a specific event or incident or series of events in a single day or work shift. Occupational

Disease or Illness is a condition produced by the work environment over a period longer than one work day or shift. Examples are infections, stress or strain, toxins, poisons, fumes or other continuing conditions at the work environment.

If you are ever refused the right to submit a claim of injury to your supervisor, you should contact OWCP and your shop steward immediately.

Gary Porter

IN CASE OF A DEATH OF A RETIRED LETTER CARRIER

There are notifications which need to be made in order for survivor(s) to receive payment of retirement benefits and/or life insurance.

Notify: Office of Personnel Management Retirement Operations Center, Boyers, PA 16017 or call 1-888-767-6738.

Provide: Full name of deceased, date of birth, Social Security number, date of death, CSA claim number, survivor's name, address and relationship to deceased.

For quicker action instead of notifying the Office of Personnel Management, contact: NALC Retirement Department, 100 Indiana Avenue, NW, Washington, DC 2001-2144, 1-202-393-4695 call toll free 1-800-424-5186 Monday, Wednesday or Thursday 10 am-12noon or 2-4 pm (Eastern time).

***NALC will alert OPM** so that survivor benefits will commence as quickly as possible, and will send you the application for death benefits under the retirement system; and claim for death benefits, Federal Employee's Group Life Insurance Program.

Return any uncashed checks to the address on the accompanying Treasury Department envelope. If payments are being deposited through Electronic Funds Transfer to a bank or other financial institution, contact them with the retiree's date of death and advise them to return any future payments to the Treasury Department.

Obtain enough death certificates for your needs from mortuary officials (they may suggest how many).

NOTE: IF A SPOUSE OF A RETIRED CARRIER DIES: CALL NALC RETIREMENT DEPARTMENT FOR INSTRUCTIONS ON HOW TO: RESTORE ANNUITY TO FULL AMOUNT; SWITCH HEALTH COVERAGE FROM FAMILY TO SELF (UNLESS DEPENDENT CHILDREN); CHANGE BENEFICIARIES.

Buckeye Branch 78

1029 Harrisburg Pike
Columbus, Ohio 43223-2524

National Association of
Letter Carriers
AFL-CIO



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CP Central Point	Alan D. Moore Sr.	228-1570
CIR Circleville	Patrick Moore	1-740-474-3113
City Gate Collection Unit	Chuck Snyder/Alt. Spencer Lymon	472-0500
DEL Delaware	Randy Hartman	1-740-363-1906
DUB Dublin	Orrin Bowman	889-0763
Eastland	Dean Peruzzi/M. Sayers Alt.	237-1912
E Olde Town	Steve Bryant	253-7350
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LV Lincoln Village	Mark Beach/Ricky Baker Alt.	351-0137
LIV Livingston	Ray Pugh/Mike Steele Alt.	237-9570
LON London	Jon Robinson	1-740-852-1881
MO Main Office	Matthew Gannon/Marvin West Alt.	469-4216
MV Marysville	Todd Longworth	1-937-642-1961
MT Gilead	Emma Jane Vail	1-419-946-5846
MTV Mount Vernon	Charles Sanders	351-1701
NE Northeast	Kim Demarcus	476-5786
NL Northland	Joan Nevels	890-1180
NW Northwest	Lee Bossa	451-1502
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The views expressed in articles printed
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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:

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www.nalc-branch78.org