

BUCKEYE BRANCH 78

BULLETIN

Columbus and Central Ohio



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JANUARY 2017



VOL. 38 NO. 1



Todd Hornyak

I hope every Letter Carrier and their family had a Merry Christmas and Happy New Year. I want to thank all Letter Carriers for their hard work delivering for our

customers this Christmas season. This Christmas season was once again the busiest parcel delivery season ever for the Postal Service. I also want to thank the carriers and stations that contributed money, gift cards and toys to the One New Toy Program. The branch has raised money for over twenty years to provide toys for those in our community that are in need. The last several years we have focused on veterans that need help. I want to thank Yana Miller-Farney and Tom Wilson who have led One New Toy since it started for all their hard work.

On Dec. 2, NALC National President Fredric Rolando appointed Director of City Delivery Brian Renfroe as NALC executive vice president. Brian Renfroe fills the vacancy created when Timothy O'Malley retired at the National Convention in Los Angeles. President Rolando has named Region 1 National Business Agent Christopher Jackson as director of

City Delivery, effective Jan. 2 to fill the vacancy created. I feel both of these officers will be a great asset for the NALC in the future.

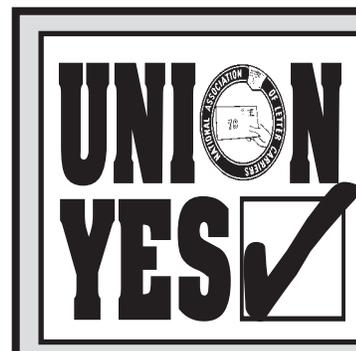
The Branch passed a By-Law change at the September meeting regarding Union Stewards at stations with more than one zip code. The National Committee of Laws approved the By-Law change. Stewards elections were held in December at the stations that were affected and the results became effective on January 1, 2017. The new stewards are listed in the bulletin on the last page. I want to thank all the members that ran for steward positions. Some of the members that ran and were not elected as stewards will become alternate stewards at the stations.

I want to congratulate the 23 City Carrier Assistants with the highest relative standing in the installation of Columbus that are scheduled to be converted to

full time regular on January 7, 2017. There were only 10 residual vacancies in Columbus so the other 13 letter carriers will become unassigned regulars.

I would like to congratulate Mathew Gannon from University Station, Mark Hoffman from Whitehall Station, Anthony Jordan and Cheryl Black from Gahanna Station and Craig Cope from Beechwald Station on their recent retirement and I wish them well. Please stay informed and attend the monthly Union meeting the second Wednesday of each month at 6:30 pm at the Branch 78 Union Hall located at 1029 Harrisburg Pike Columbus, Ohio 43223. I would like to invite all CCAs to attend the branch meeting. I would like new members to become involved and if you have any questions you can bring it up at the meeting.

**Fraternally,
Todd Hornyak**



**TOGETHER
WE WILL
MAKE A
DIFFERENCE!!!**

FROM THE VICE PRESIDENT MARK BEACH



Mark Beach

I would like to take a moment and wish you all a Happy New year. Looking back it has been a rough one for carriers in the Columbus Installation and some surrounding associate offices. I know of at least three offices in the Columbus Installation alone that had payouts this year for grievance settlements that topped \$50,000 dollars. I know that these settlements, no matter how large, do not replace or compensate. Carrier's forced to work lost time lost with family and friends. It saddens me that our employer, Postmaster and MCSO's are so out of touch with what really is going on within the workforce to realize they are destroying the future of the Postal service by treating their employees so poorly. I recently addressed a situation here in Columbus where one MCSO told an entire office that they do not get paid enough to be respected by management. When I addressed this MCSO and asked him to apologize "he stated that his words were taken out of context and he would not apologize for what he said." There is no situation that this statement, no matter the context, be considered professional. Actions and statements like this are unacceptable and should be addressed through the grievance procedure.

I would like to see upper management turn over a new leaf in Columbus and some of the surrounding associate offices and treat their employees with dignity and respect. I highly doubt man-

agement in general will change their stripes unless they are made to do so through the grievance procedure. Most businesses succeed through empowering their employees and working with them to create a mutually beneficial work environment. Yet the US Postal service in the Cincinnati district, seems to work the opposite. They allow managers and supervisors to achieve operational goals through intimidation and bullying of carriers. It's time all carriers get actively involved in the union and help curb this type of behavior by management. Todd and myself are only one small fraction of what the union is in Columbus and the associate offices. That being said it is my yearly plea to have a member in the following offices Reynoldsburg, Pickerington, Dublin, Mt Gilead, Mt. Sterling, Plain City, West Jefferson Westerville and Canal Winchester to step up and be steward in these offices. Many times we will receive a call from a member in one of these offices and they complain about a situation that has occurred. They are not willing to file a grievance but want something done about their issue. Or they do request a grievance is filed and the union cannot sustain the grievance because they fail to give them a statement or the union lacks knowledge of the local office to combat the manager or Postmaster twisting the truth. There is no stronger line of defense to enforce the contract than a station steward that is in the office and knows exactly what takes place. We need that front line of defense in these offices to ensure the contract is enforced and someone is

there when a member needs them the most. Many times the presence of a knowledgeable station steward is enough to prevent management from violating the contract. Also if you are a member in an office with a steward let them know you have their back as well. To all new employees out there get to know you steward and learn your rights. If management calls you back to the office ask if it could lead to discipline. If the answer is yes, maybe or involves you answering questions then you have the right to invoke your Weingarten right's and not answer any questions until your steward is present. Another misconception is that management is required to provide a union steward when disciplinary action is issued. This is false the carrier has no right to have a union steward being present when management physically issues adverse action. The best thing for a carrier to do at this point ask for his copy of the adverse action before signing or handing a copy back to management. Then either sign both copies or write refused to sign the copy yourself but date it for the day you are physically receiving the copy. This will start the fourteen days a carrier has to file a grievance on the matter and the carrier should get a copy of the letter along with a statement on the matter no later than the next day.

Mark Beach, Vice-President

SOLIDARITY

MILLER'S MUSINGS



Yana Miller-Farney

Happy New Year to all. It would give me great pleasure to tell you 2017 is going to be a great year for Letter Carriers but sadly I cannot. Until there are major overhauls in the tower, stations and staffing, it will be more of the same. That's not news. I do have hopes for a contract to be resolved soon. Let's discuss a few matters concerning CCAs being converted. The first thing I advise is signing up for Thrift Savings and sign up to have at least 5% invested of your base pay each payday. Presently each employee is given 1%, if you elect to have that additional percentage deducted, your first three dollars is matched dollar for dollar, the next two percent is matched fifty cent on

the dollar. You can elect to contribute more up to IRS limits but only your first 5% is matched. You have the opportunity to select from a number of different funds or the Life Cycle funds that are managed by your projected retirement year. If you are young, you can be more aggressive than if you're nearing the end of your working career. The Life Cycle Funds invest in more conservative instruments because you would not have time to rebuild your monies if the market did a swan dive. The management or administrative fees are very moderate but their track record is great. All market related investments have the potential to lose so be selective with your funds choices. The older you are the less volatile should be your investments. The point is not to give up this free money you have the opportunity to gain.

Yesterday, we were leaving home and there were two envelopes

in our neighbor's yard. Closer inspection showed they were first class unopened letters for the third house. It was extremely windy and we delivered them to the correct door. Try to keep a watch for dropped mail. I cannot emphasize enough the importance of properly scanning parcels and SPRS, our customers constantly check the parcels travel so don't scan as you load your tub or truck, wait till you reach the delivery address, please.

Remember to document the bad behavior of management, date, time, location any other observers to the incident, keep their names. Also keep track of your hours and verify each pay that your are properly compensated for every working minute.

**Submitted by
Yana Miller-Farney**

Address Correction

Please help us to maintain our membership mailing list. The form printed below should be completed and sent to the Local office whenever you make a change of address. This will allow us to continue our mailings to you without interruption.

Name _____

Address _____

City _____

State _____ Zip Code _____

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Vice President	Mark Beach
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ONE NEW TOY



Lewis Center Meijer L-R: New elves Tiffany and Ted, Manager Wes, Tom and Gloria with toys.



Sawmill Meijer L-R: Tom, Gloria, Tanya, Doug, Tiffany and Ted.

It gives me great joy to report on the 2016 One New Toy Drive. We sweat blood every year whether we will get donations and corporate support from Meijer, as in the past. Most of our big donors have retired over the last ten years and the frustration with the working conditions don't exactly put people in a holiday giving frame of mind. On the other hand, many have received considerable payouts from grievance proceedings so many stewards focused on that when requesting contributions. Tom Wilson called me in October to report a call from Wes At Lewis Center Meijer, if we were still doing One New Toy. Woohoo, we were thrilled. Later, Tom talked to Nancy at Sawmill Meijer and got on their list, double woohoo!

The Steward Appreciation dinner brought donations from a number of stations. That night

I discovered our one cat loves money, she rolled in the piles of bills as I tried to separate denominations to take to the bank. At one point she was throwing bills in the air, which I did not catch on camera but she was a hoot. Some stations thought they were out of time and were told go back and twist some more arms, deadline is a week away. They followed through and more money flowed in at the Branch meeting along with toys and many boxes of books from Andy Curtis. Once again my cat, Baby Boo, luxuriated in the bills as i attempted to count and separate. It looked like we would be in good shape with our corporate sponsors. Hallelujah!

Shopping day we arrived at Lewis Center, pumped to shop with two new elves, Tiffany and Todd, chomping at the bit to spend your money. We had \$2100 set aside for

each Meijer plus their \$3000 gift. Wes was at lunch so we waited a half hour for his return. He walked up and looked surprised to see us. He said, "OMG, I don't have anything for you. Did you call me?" Thinking he was joking then realizing he was dead serious. Tom was turning an unhealthy shade of red and I started to reiterate Wes calling Tom in October, then it came back to him. There had been an unfortunate turn of events, his secretary, who normally handled the charity giving, passed away. Then Meijer took any unspent monies December 8 from all store budgets, he really had nothing or us. He was going to call another store but we had already secured with them, plus by now all were in the same situation. He was apologetic and understood if we spent our money elsewhere. I said we will spend what we had



Delivery day at VA Center.



Name, Gloria and Tom.

set aside for here and next year you will make it up to us, big time, right? He agreed, he would make it right next year. We divided the age groups and got on with OJT for the new elves. While checking out a lady asked the Wilson's what we were doing, Tom explained ONT. She had a lot of TY Beanie Babies and asked if we wanted them. Tom asked for the address and time she would be there. When he met us he reported there were two huge wheeled totes, loaded as promised with big and small TY Beanies, they filled six large garbage bags. Since we finished early we pushed on to Sawmill. They had \$3000 for us and our \$2100, time to shop, seriously. I forgot how many baskets we had lined up at the register but it was freaking people out! The kids wanted to be adopted by us. We rented a smaller modern van and it was stuffed to the ceiling plus bags in the totes. If Lewis Center had given their usual, we wouldn't have had room for everything. Lesson learned.

Delivery day we dropped off some stuff at Central Community House and then to the VA Center. They had volunteers to unload and it went quick. We videoed the holding room and it was loaded. The woman that met with us was ecstatic. I inquired how they were set after this, except for the teens on the giving tree. That's when we broke out the gift cards (\$993), she responded with tears. Once again, where does that leave you? Counting the cards she replied, eight more teens, so we gave her cash to take care of those kids, more tears, hugs for everyone. That, my fellow carriers, is what

has kept us doing this over twenty years. This is what it is all about!

We also helped a carrier, who lost everything in a house fire the week before Christmas. See what good we can do as a collective body. You do this everyday getting the mail out to the nation so take pride in your accomplishments. We are a force to be reckoned with, in spite of the obstacles placed by inept management. Thanks to all that participated, my hope is that next year more of you can join us for shopping and delivery.

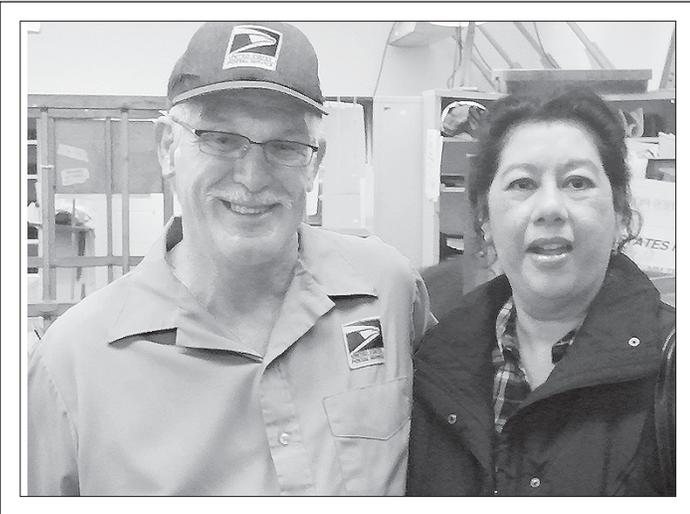
Yana Miller-Farney, Head Elfette
Tom Wilson, Head Elf

Congratulations

On Your Retirement



Mark Hoffman Whitehall carrier via Eastland (and Marine corp) 3/21/1984 last day was 12/30/2016 (one with the cake) Christian man who loved all kinds of music.



John McArdeLL with his wife Linda, he is retiring from the Northland Post office.



Cheryl Black retires from Gahanna station.



John Kitzmiller 5/14/1994 last day was 12/30/2016 at the Bexley Post office. John quietly served the citizens of Bexley and help many dozen new carriers during his career retired to spend time with Grandkids.



Ray Conrad, Bob Test, Retiree and Mike Boye at Beechwold for Bob's last day.

THE NBA FALL REPORT



Dan Toth

I hope that you all had a safe and happy holiday. Last year brought tremendous growth, from parcel volume, membership/employees to the workroom floor issues we all face. Being an election year, we've also experienced one of the most polarizing election cycles that I have ever witnessed. We've also seen changes at the highest levels of our organization with the retirement of Executive Vice President Tim O'Malley and the promotions of Brian Renfroe to fill that vacancy and Chris Jackson filling the position of Director of City Delivery - one might say that 2016 was a year of challenges, changes and a new direction for our future.

I probably don't need to remind you, our carriers are working excessive hours to meet our customer's demands. I have no doubt that we will rise to the occasion and separate ourselves from our competitors.

We have the best delivery personnel in the world! I routinely receive pictures sent to me electronically showing a loaded LLV bursting at the seams with parcels. Although we are currently seeing an approximate 30% increase in our parcel volume during this holiday season, we must continue to grow our business year round. Let's not lose sight of potential leads not only for parcels but for "Every Door Direct Mail" (EDDM). Please be reminded that in today's world there seems to be a camera

in every corner. Please make sure we treat these parcels as if they are extremely fragile or the most important delivery you will ever make.

During this time of year with the change of seasons and daylight savings time, we have less sunlight to complete our rounds. Please make sure you use all safety precautions and deliver as safely and professionally as you can. In 2016, our safety record has shown reductions in motor vehicle accidents and OSHA I&I's, but our "at risk" employees are still experiencing safety related accidents. Please be a mentor to your fellow co-workers that have two years or less experience.

This year, the USPS has hired an unprecedented amount of new employees. Currently Region 11 has ten Carrier Academy sites that are conducting new training classes every two weeks. These classes are structured in accordance with guidelines from the national parties. With these new guidelines we have increased the amount of hours that are dedicated to training (and hopefully) retaining these new employees. I am excited in the new training format as I believe it will go a long way in retaining new employees and making sure our

customers receive the first class service they expect and deserve.

Now that the dust has settled from our national elections, it is clear that we have our work cut out for us. The elections have paved the way for a new administration to lead our nation. Although, President-Elect Donald Trump was not endorsed by the NALC, I am fully aware that many of our members fully supported and voted for him. I am hopeful that President-Elect Trump is aware of the value of our network and the seven million jobs that are tied to it.

In closing, I want to remind you to again look out for our newer employees - especially in delivering in the winter elements. From driving more cautiously to dressing appropriately, new employees could learn a lot from your experience. I also want to take this opportunity to wish my colleagues Brian Renfroe and Chris Jackson good luck in their new positions. I look forward to putting the fall elections behind us and unifying our great union to protect and defend everything we've worked so hard for to achieve. I wish you all the best in 2017!

Dan Toth, NBA Director

SPEND AN EVENING WITH FRIENDS!



ATTEND YOUR UNION MEETINGS!

Buckeye Branch 78

1029 Harrisburg Pike
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AFL-CIO



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STATIONS

A Short North
B Clintonville
BW Beechwood
BEX Bexley
Canal Winchester
C Linden
CP Central Point
CIR Circleville
City Gate Collection Unit
DEL Delaware
DUB Dublin
Eastland
E Olde Town
F German Village
G South Columbus
GAH Gahanna
GP Groveport
GC Grove City
HILL Hilliard
HT Hilltop
LV Lincoln Village
LIV Livingston
LON London
MO Main Office
MV Marysville
MT Gilead
MTV Mount Vernon
NE Northeast
NL Northland
NW Northwest
OP Oakland Park
PIC Pickerington
PLN CTY Plain City
REY Reynoldsburg
SHEP Shepard
TV Tri-Village
U University
UA Upper Arlington
WV Westerville
WJ West Jefferson
WW West Worthington
WH Whitehall
WOR Worthington

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Douglas Lawver
Craig Cope
Roderick Robinson
Todd Hornyak/Mark Beach Alt.
Anwar Mateen
Alan D. Moore Sr./Shawn Carter Alt.
Brian Tatham
Chuck Snyder
Randy Hartman
Todd Hornyak/Mark Beach Alt.
Jeff Stiverson/Mitch Sayers Alt.
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Doug Bryant
Rob Arnold/John Beverly
Jacki Mitchell/Brenda Stidams Alt.
Todd Hornyak/Mark Beach Alt.
Kevin Lyons
Todd Hornyak/Mark Beach Alt.
Jennifer Clemons/Chris Semo Alt.
Mark Beach
Ramon Lawson/Isaiah Williams Alt
Jon Robinson

Dave Eblin/Adam Tullis Alt.
Todd Hornyak/Mark Beach Alt.
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Kim Demarcus
Joan Nevels/Ken Callahan Alt.
Myron Miller
Anwar Mateen/Roger Lloyd
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Todd Hornyak/Mark Beach Alt.
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Shawn Carter/Allan Moore Alt.
Todd Hornyak/Mark Beach Alt.
Danny Williams/Tony Kohl Alt.
Todd Hornyak/Bradley Turner Alt.
Todd Hornyak/Mark Beach Alt
Michael Brim/Jason Fry Alt.
Gary Porter/Bryant Carr Alt.
Jeff Freeman

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447-8078
447-0146
237-2830
279-2778
476-1590
469-4465
740-474-3113
472-0500
740-363-1906
279-2778
237-1912
469-4556
449-9565
444-0217
472-0696
279-2778
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COULD BE YOUR OWN!**

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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

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