

BUCKEYE BRANCH 78

BULLETIN

Columbus and Central Ohio



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PRESIDENT'S PAGE



Todd Hornyak

I hope all carriers enjoyed a Happy Thanksgiving Holiday with their family. I believe with all the issues we are currently facing with work, COVID and schooling for our children that this is a great time to reflect on all that we do have and are thankful for. I want to wish everyone a Merry Christmas, Happy Holidays and a Happy New Year. I want to thank all the letter carriers for their hard work delivering mail and packages during these trying times with the coronavirus so far this holiday season. The month of December will be extremely challenging with the COVID 19 pandemic. More customers will be ordering online because they can do so safely. Letter carriers will deliver as we always do. This will be our time to shine.

Last month I wrote my article regarding the progress on negotiations of the National agreement. November 25, 2020 it was announced that the National Association of Letter Carriers and the U.S. Postal Service had reached tentative agreement on a new 44-month national labor agreement. The interest arbitration proceeding has been suspended pending the results of a membership ratification vote. The tentative agreement provides four annual general wage increases and seven cost-of-living adjustments (COLAs). In addition, effective Nov. 19, 2022, a new top step (Step P) will be added to the career letter carrier pay scales, which will be \$444 annually greater than Step O. The agreement also

provides for the automatic conversion of city carrier assistants (CCAs) to career status no later than after 24 months of relative standing, providing full fringe benefits to non-career carriers. It also maintains existing protections against subcontracting and layoffs. Additional updates will be provided to the membership as we receive the information. Details of the contract will be in the December Postal Record and are available online at NALC.org. Please review the tentative agreement and vote on the contract as the membership will determine if it is ratified.

We have been notified by management that formal route inspections have been scheduled for 4 zip codes in Branch 78 for the spring of 2021. We were informed that Whitehall Station, Livingston Station, Gahanna Station and Marysville Post Office are scheduled to be inspected. The inspections should be in accordance with chapter 2 of the M-39 handbook. The inspections will include a six-day mail count. The formal route inspections are now done by management with no involvement by the Union. Management would not be inspecting these stations if they did not believe they can take time and routes from the stations. We will be conducting route inspection training for all stations shortly before the inspections begin. I am asking all carriers who are being inspected to please attend the training, so they receive proper credit during the inspection process.

I would like to congratulate John "Doug" Smith from Northland Station, Richard Kidwell from

Westerville Post Office and Julie Newman from Upper Arlington Station on their recent retirement. Julie was the senior carrier in the installation of Columbus. I wish them the best on their retirement. I want to again thank all letter carriers for the amazing job you continue to do delivering the mail daily for our customers. Currently twenty six letter carriers represented by Branch 78 have tested positive with a confirmed case of Coronavirus. We have had ten positive cases in November alone. The number of cases as increased significantly in recent weeks. We are trending the wrong way for COVID in the state of Ohio and the Ohio Valley District. The district reported 65 positive cases in one week for all crafts, Please continue to do all you can to protect yourself and your family from this virus. We continue to be in contact with the stewards at each station to ensure that you have the supplies you need to do your job safely. Your safety is the primary concern of Branch 78.

**Fraternally,
Todd Hornyak**

**HELP KEEP our
UNION STRONG.
Get INVOLVED.
Attend
UNION MEETINGS.
Become a
UNION STEWARD.**

FROM THE VICE PRESIDENT



Mark Beach

Twenty-two years ago, this coming April, I married the love of my life. When I first met my wife, Jo, one of the qualities I most admired in her was her ability to be a mother. When we were married, I instantly became a father of a two-year-old stepson. By the time my stepson was 10 he started acting out in school and getting into trouble. By age 13 the problems got increasingly worse, resulting in expulsion from school, legal issues and more. During this time, we found out many things about our son that we had no clue about. We were completely floored by this information. All kinds of emotions hit our family at once. We were overwhelmed by feelings of anger, hate, insecurity, and doubt about our parenting skills. I consider myself an emotionally strong person, but I admit this almost broke me, my wife and my family. We were able to get some help. I share this story today as a testimony to the power of the Employee Assistance Program. Without the counseling we received during those troubled times, I am not sure my marriage or my family would have stayed on solid ground without EAP.

I share these very private details with you, the membership, because I believe these are unprecedented times. Because of a global pandemic, civil unrest, political divisiveness and massive workplace stress. Carriers need to know it is okay to seek professional advice when it comes to their mental health. Seeking

counseling services offered by the Employee Assistance Program is more needed than ever by letter carriers at the USPS. Yet many carriers who are suffering under the weight of many stress inducers avoid seeking EAP services. Whether it is fear of public ridicule, the stigma of asking for help or it is easier to ignore the problems than making the call. Unless you tell others you are getting help no one will know. Many health plans offer Mental Health services, there may be cost and limited to persons covered by the plan. EAP is completely free for carriers and everyone living in the home. It is completely confidential (except for an employee making threats of violence against others or state they will self-harm). Please, if you are struggling with feelings of anxiety, stress, just making it through the day, have alcohol or substance issues, please consider making an appointment with EAP. If not them, then an independent mental health care professional through your health care provider. After all, being a letter carrier, (especially during the Holidays) is one of the most stressful jobs on the planet. Call 1-800-EAP-4YOU or 1-800-327-4968 to set up a confidential appointment today.

We were recently contacted by the United States Postal Inspection Service here in Columbus. They asked the union to let the membership know that we all need to take more personal responsibility when it comes to accountable items and arrow keys. They have identified two major issues with these items; the close out procedures with no nightly clerk and more prevalent issue, is that of

Sunday package delivery services. The Postal Inspection Service does recognize the major factor that has caused these issues is not having an accountable close out clerk. This is a Postal Service policy that we cannot change. I'm asking all letter carriers to take pride in your work and insure keys are properly checked out and checked back in, especially on Sundays.

I would like to take a moment and thank all letter carriers represented by NALC Branch 78 for their efforts during this holiday package season and throughout the past year. 2020 will go down as one of the most challenging years ever. Letter carrier jobs became more difficult and dangerous because they were considered essential workers during the pandemic.

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Buckeye Br. 78 Bulletin

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President	Todd Hornyak
Vice President	Mark Beach
Recording Secretary	Trevor Payne
Asst. Secretary/Editor	Yana Miller-Farney
Financial Secretary	Jason Fry

Views expressed are not necessarily those of the Branch.

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Columbus OH 43223-2524
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MILLER'S MUSINGS



Yana Miller-Farney Thank you to all of you that participated in the national and local elections. I wish we had done better in the down ballot. It is my sincere hope that you will participate in the Branch 78 elections, too. It is mail-in with Business Reply envelopes so no excuses since we go to the Post Office daily. Please look at the people running, weigh their devotion in participating in Branch activities, serving as Stewards, filing grievances, giving of themselves to show up for meetings and training. Don't be swayed by those that are not actively involved in our Branch. You want honest, dependable people following the contract and protecting the rights that were fought hard to obtain. You can bet the USPS doesn't give us raises, COLAs, leave, retirement and the other benefits we have, out of their generosity. There are people presenting our case before an arbitrator trying to increase our benefits, considering the long hours, increased workloads, lack of safe vehicles, lack of sufficient staffing that require us to spend more time at work than with our families. It is expensive to negotiate a union contract, seven figure expensive. Bottom line we need local officers willing to hold management accountable to adhere to the contract they signed. Be sure to participate and elect the officers that will continue to put their membership first.

We have a new President Elect, the Biden-Harris ticket won both popular and electoral college votes. The current person at 1600

Pennsylvania Ave, usually found at Florida golf courses; persists in tweeting about the rampant election fraud, with no evidence from any of the fifty states. His closest supporters have finally started urging him to accept his defeat gracefully and allow Joe Biden and his team to prepare for taking up the reins through a smooth transition. Instead he tweets and continues to file baseless legal cases in an attempt to change reality to his altered view. I suppose I wouldn't want to give up the immunity afforded a sitting President if I had as many cases waiting in the wings January 20, 2021, as he does. Unfortunately, there will still be gridlock with McConnell running the Senate. I am trying to be positive that there will be more working across the aisles for the good of all the American people not just the richest, who already have all the breaks.

One New Toy donations of money and gift cards need to be brought to the Hall no later than December 9. If you write a check, it must be written to: **Gary Porter** with **One New Toy** in the memo. Due to COVID we are not buying toys but donating gift cards to the organizations. Please keep us in mind during those Black Friday sales. Mary Robinson and Gary Porter, Co-Chairs, are depending on you to make this year's drive a success, since so many families are barely scrapping by to have shelter and food on the table. If you have questions please ask your steward or call the Hall. Let us share our blessings.

COVID-19 is back with a vengeance. I have had calls from carriers regarding their coworkers, who

refuse to wear masks; even worse Management who do not properly use PPE. It is not comfortable to be in a mask all day but it beats getting or giving COVID-19 to others. Such a small ask to protect each other and lessen the threat to our communities. It is selfish to bitch and moan about you have a right to not wear a mask. On the other hand the rest of us have a right to not die because of that attitude. You have no idea who in your presence has a compromised immune system, or children, other family and loved ones, whose health is compromised by comorbidities (two or more medical conditions or diseases simultaneously present in a patient). These people are more likely to have severe outcomes if exposed to the COVID virus. It seems like such a small ask to wear a mask (correctly), wash your hands frequently with soap and water and use hand sanitizer. The sooner we all adopt these simple practices the sooner the disease will slow its spread. The vaccines are still months away so get it together!

Lastly, I wish each and every one of you a safe, healthy holiday season. Try to make it through this pandemic and on to brighter days. Don't be afraid to Zoom family and friends. I have heard some novel ways to not be "alone" during isolation. One person had meals delivered to friends and family, the same meal but to their individual homes, shared over Facebook Live, FaceTime or some other app; played games afterward and had a safe but fun celebration. Love to you all from my family to yours, Yana.

Submitted by
Yana Miller-Farney

NALC, USPS reach tentative National Agreement

Nolan interest arbitration proceeding suspended pending ratification vote

The National Association of Letter Carriers and the U.S. Postal Service have reached tentative agreement on a new 44-month national labor agreement, covering approximately 205,000 active city letter carriers across the United States. The agreement emerged after several months of continuous bargaining sessions, even as the parties pursued a resolution through an interest arbitration conducted via video link with a three-member panel chaired by Arbitrator Dennis Nolan. The Nolan proceeding has been suspended pending the results of a membership ratification vote.

The tentative agreement provides four annual general wage increases and seven cost-of-living adjustments (COLAs). In addition, effective Nov. 19, 2022, a new top step (Step P) will be added to the career letter carrier pay scales, which will be \$444 annually greater than Step O. The agreement also provides for the automatic conversion of city carrier assistants (CCAs) to career status no later than after 24 months of relative standing, providing full fringe benefits and peace of mind to non-career carriers. It also maintains existing protections against subcontracting and layoffs.

NALC President Fredric Rolando issued the following statement after the NALC Executive Council unanimously recommended approval of the tentative settlement:

"I'd like to thank all the officers and staff—as well as our counterparts in postal management—who worked so hard to reach this tentative National Agreement. As I have reported repeatedly over the past several months, NALC followed a dual-track approach to achieve a new contract with both ongoing negotiations and the presentation of the best possible case for our proposals in interest arbitration. That we have done. I am proud of the case and the evidence we amassed in the interest arbitration proceeding up to this point, but I am even more pleased that letter carriers will get to decide whether or not to accept this tentative agreement in a ratification vote, following the procedure outlined in the NALC Constitution. The Executive Council unanimously recommends ratification of this contract."

The major features of the contract are summarized below. Full details about the tentative agreement, along with projected pay charts, other contractual changes, and information about new and amended memorandums of understanding (MOUs), will be presented in the December issue of The Postal Record. They will also be distributed through the union's electronic platforms in the days to come.

In view of the ongoing COVID-19 pandemic, we are still discussing how to conduct a virtual rap session on the new contract and the mechanics for safely convening a ballot committee to oversee a contract ratification vote in compliance with the NALC Constitution. We will use all of our communication channels in the days and weeks ahead to inform the membership as we work out the details.

NATIONAL ASSOCIATION OF LETTER CARRIERS HIGHLIGHTS OF TENTATIVE AGREEMENT WITH THE U.S. POSTAL SERVICE

2019-2023 NATIONAL AGREEMENT

Contract term

The 2019 National Agreement will last 44 months, covering the period Sept. 20, 2019, to May 20, 2023.

General wage increases

All letter carriers, career and non-career alike, will receive four wage increases under Article 9 as follows:

- 1.1 percent effective Nov. 23, 2019, paid retroactively.
- 1.1 percent effective Nov. 21, 2020, paid retroactively.
- 1.3 percent effective Nov. 20, 2021.
- 1.3 percent effective Nov. 19, 2022.

Continued on next page

CCAs will receive additional wage increases of 1 percent on these four dates for a total of: 2.1 percent on Nov. 23, 2019 (paid retroactively); 2.1 percent on Nov. 21, 2020 (paid retroactively); 2.3 percent on Nov. 20, 2021; and 2.3 percent on Nov. 19, 2022. These additional 1 percent increases will be paid in lieu of COLAs for CCAs.

Cost-of-living adjustments for career letter carriers

All career letter carriers will receive seven COLAs based on changes in the Consumer Price Index (CPI-W) using the existing COLA formula and the July 2019 CPI-W as the base month. The first two will be paid retroactively:

- The first COLA will be \$166 annually effective Feb. 29, 2020, paid retroactively.
- The second COLA will be \$188 annually effective Aug. 29, 2020, paid retroactively. The remaining five will be paid in the future as follows:
- The third COLA will be effective March 2021.
- The fourth COLA will be effective September 2021.
- The fifth COLA will be effective March 2022.
- The sixth COLA will be effective September 2022.
- The seventh COLA will be effective March 2023.

The COLAs will be applied to the two pay tables for career city carriers in the same manner used in the 2016 National Agreement.

Wage schedule changes

The contract provides for the addition of a new top step to Tables One and Two on Nov. 19, 2022. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O.

Effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$17.29) will be eliminated, and CCA Step BB and its higher pay rate (currently \$17.79) will become the new entry step for newly hired CCAs.

A new PTF Step AA, with a waiting period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion. The hourly pay of PTF Step AA will equal the hourly pay of Full-time Regular Step A.

New 24-month automatic conversion of CCAs to career status

While the Postal Service will maintain additional CCAs afforded to it under the Sunday package formula mutually agreed to during the previous contract, all CCAs in every size office who would have otherwise continued as non-career employees after 24 months of relative standing will now be automatically converted to career status. Those CCAs who have reached 24 months of relative standing without being converted to career will be converted to part-time flexibles and placed in a new PTF Step AA in Table Two. The Step AA hourly rate will equal the Full-time Step A hourly rate, and the waiting period in PTF Step AA to PTF Step A will be 46 weeks. Upon conversion to full time, regardless of the PTF step they are currently in, PTFs will be placed in the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

Recently retired letter carriers

Letter carriers who have retired over the last several months will receive applicable retroactive general wage increases and COLAs. The Office of Personnel Management will also make any annuity adjustments made necessary by the retroactive increases.

Health insurance

In 2020 and 2021, there is no reduction in the Postal Service's share of premium costs for career letter carriers' health insurance (73 percent of the weighted average Federal Employees Health Benefits [FEHB] Program plan premium, capped at 76 percent of any given plan's premium). The Postal Service's share will decline by 1 percentage point to 72 percent in 2022 and 2023, and will be capped at 75 percent of any given plan's premium. The biweekly impact of this Article 21 change will depend on which plans carriers enroll in, but will, in any case, represent a small fraction of the biweekly pay increases provided by Article 9 of the tentative agreement.

Continued on next page

On health insurance for CCAs, the tentative contract maintains the Postal Service's biweekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan for Plan Years 2020 and 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent in Plan Years 2020 and 2021, rising to 75 percent in their second year of service. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

Uniform allowance

Increase in uniform allowance on May 21, 2021, to \$487 (5 percent increase from current rate) and on May 21, 2022, to \$499 (another 2.5 percent increase). Additional allowance credits for newly eligible employees have been increased by the same percentages.

Job security protections for letter carriers

The no-layoff clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement, as well as the prohibitions against contracting out city carrier work.

Another option for full-time letter carriers who work their holiday

Article 11, Sections 3 and 4 have been modified to now allow full-time employees who work their holiday to elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of receiving holiday pay.

Other notable MOUs

The new contract updated, revised and combined several MOUs, continued dozens of others, and added several new MOUs on a variety of topics. Among the most notable new MOUs are:

MOU Re: Qualifying period—exception for City Carrier Assistants—CCAs with a minimum of 90 days of service prior to conversion to career status without a break in service are exempt from the Ninety-Day Qualifying Period in ELM 512.313. Previously, all newly converted employees, regardless of time in service, were required to complete 90 days of employment as a career employee prior to being allowed to take annual leave.

MOU Re: Managed Service Point Scans—No later than 60 days from the ratification date of the 2019 collective-bargaining agreement, Managed Service Points (MSPs) will be removed from the street delivery portions of city letter carrier routes.

MOU Re: City Delivery and Workplace Improvement Task Force—This renamed MOU modifies the MOU Re: City Delivery Task Force and expands the role of the task force for the purposes of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

MOU Re: City Carrier Uniform Task Force—Establishes a national-level task force to improve the efficiency and accessibility of the uniform program and to improving the overall quality of available uniform items in a cost-effective manner. The task force will also explore ways to incorporate improved materials and uniform designs into the uniform program while continuing to supply city carriers with sufficient uniform items.

Finally, of special interest to NALC branch leaders, the contract set the dates for local MOU negotiations:

MOU RE: Local Implementation—The local implementation period will be April 29, 2021, to May 28, 2021.

Look for updates on the NALC Member App and visit nalc.org for further information on the new contract and the ratification process. A more detailed summary of the contract will be provided in the December issue of The Postal Record.

KNOW YOUR RIGHTS TO UNION REPRESENTATION!

Weingartner Rights: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without union representation present, I choose not to answer any questions."

(This is my right under the 1975 U.S. Supreme Court Weingartner decision)

FROM THE DIRECTOR OF RETIREES

As I write this article we are only a few days from the Presidential Election, whatever the outcome we may have a lot of work to do in and with Congress. The USPS is in dire straights and is facing many troubles from inside and out. Please stand ready to make calls write letters as requested by the union. There has been much talk about the competency of the USPS and it's employees discarding mail even selling ballots during the election. Some will believe this and fake accusations will follow. Fortunately, letter carriers enjoy high ratings among the general public and rightfully so.

Here are some stats on what NALC Members and many others accomplished in Central Ohio, it is impossible to list them all the NALC, other unions and concerned voting public stepped up to the plate during this election cycle and worked very hard:

The Central Ohio region includes three labor councils: Central Ohio CLC, Mid-Ohio Area CLC, and Licking-Knox-Muskingum-Coshocton CLC. The region encompasses 18 counties.

We've had 104 individual volunteers who have completed a total of 741 volunteer shifts - volunteers have been doing lit drops, phone banks, text banking, postcard writing, preparing mailings, yard sign distribution, and lit drop flyer prep.

We have distributed large 4x8 Biden signs to UFCW local 1059, USW local 169, IBEW local 688, APWU local 232, SEIU local 1199, NALC Branch 78, as well as union members and allies in the community. We were the distribution



point for regular-sized Biden yard signs: we have distributed 24,000 yard signs to our area labor unions throughout the region, as well as 13 County Democratic parties.

In the Central Ohio region we have sent 25,423 postcards for our labor endorsed candidates (1,247 handwritten cards and 24,176 printed slate postcards). Thanks to those that volunteered to help with the work that was done.

On another note our Branch 78 elections may have taken place and possibly there are some new officers to represent the membership, I would like to request that you support those willing to act in our benefit. The Covid-19 Pandemic has interrupted most normal or daily activities and it impossible to know when things will return to normal. Follow all the safety rules hopefully the Federal Government will implement a tactic to bring the killing disease under control. Help protect yourself and others with a Flu Shot. I would also wish you and yours a Merry Christmas and a much better New Year then the one we just went through.

Some of you may have noticed that my name did not appear on the Branch 78 Election Ballot this

cycle, its the first time in many years that I will not hold a position with the NALC. I have been humbled to be granted the opportunity to represent the NALC Membership on many levels. I would like to thank each of you for allowing me the chance to act for you in each capacity I held. I will always be just a phone call away if needed by the branch or membership.

**Doug Gulley, Director of Retirees
Branch 78, NALC**




Vice President

Continued from page 3

More Americans began working from home to stay healthy and then we saw a huge increase in the shipping and delivery of packages. This is especially true right now in the few weeks leading up to the Christmas holiday. During this time of crisis, unemployment numbers shot to an all-time high, yet the Postal Service still could not reach the CCA cap levels in many areas, including Columbus. Many of you stepped up to the challenge, going above and beyond this holiday season for our company and our customers. To that, I humbly say, thank you for all you did to help out America during this overwhelming time of need!

Mark Beach, VP



Postal Employee Relief Fund

What is PERF?
PERF is a group made up of representatives from postal employee and management organizations, which help active and retired postal employees whose homes are completely destroyed or left uninhabitable for an extended period of time because of a major natural disaster or fire.










What do we do?
PERF provides small non-repayable, tax-free grants to assist qualifying victims of natural disasters such as hurricanes, earthquakes, floods, tornadoes and all home fires.

How can you help?
PERF is funded by postal employees' charitable contributions, primarily through the Combined Federal Campaign.

- Combined Federal Campaign (CFC):**
September 1-December 15, 2016.
Sign up using Postal Ease (Designate CFC #10268 during your six week CFC Open Season)
- Direct donations accepted:**
Send check or money order to
PERF
P.O. Box 7630
Woodbridge, VA 22195-7630
or contribute online by credit card at
www.postalrelief.com

PERF is a 501(C)(3) Charitable Organization.
Your donation is tax deductible.

Visit www.postalrelief.com
for more information

How to, and how not to wear your mask.



STOP COVID 19

COVID IS AT AN ALL TIME HIGH!

Do not socialize in big groups!
Wear your mask, wear your gloves,
carry hand sanitizer and cleaning wipes.
Most Importantly, Social distance.

REMEMBER STAY SAFE! STAY WELL!

WE ARE ALL IN THIS TOGETHER!



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

NOVEMBER 2020 BRANCH MEETING MINUTES

Meeting called to order by President Hornyak (telecom) at 6:31; Invocation by Yana Miller-Farney

Minutes read by Y. Miller-Farney; correction by Ed Thomas, addition, Nominees that do not wish to run must sign a Delegate form declining the nomination. Ramon Lawson corrected information he gave for Health Benefits website NALChbp.org.

Trevor on AL, Todd read Bills List and 8 applications for membership Deviation: NBA Camilli on call. Thanks to everyone for doing all you can in times of COVID and the out of season increase in parcels. Gave COVID stats, national and local - Ohio Valley third highest in Eastern area. Please continue to wear mask properly, use hand sanitizer and follow COVID SOPs. Information on contract: Arbitrator Nolan set aside blocks of dates to analyze data, NALC and USPS to present their cases; regular and CCA carriers testified to the changes in their jobs since they started, all gave compelling stories. Discussed the election count with Joe Biden having 264 electoral votes so far, as the ballot counts continue. He asked that we all move forward together. Mike Brim RGA stated Steward Academy on hold at present as COVID cases continue to rise.

Mark on AL Edu: read names of attendees to OWCP Workshop held 10/06, 10/08 and 10/15 from 7- 9 PM by NBA Mark Camilli's RCS, Doug Lawrence, who did a great job. Now able to submit CA-1 online instead of waiting for management.

Doug Gulley RET, gave numbers on Biden and Trump ballots counts so far; A number of Biden signs have been stolen or vandalized; count will take several more days depending on state laws stating when they can start counting mail in ballots. Local FCWU had Biden-Harris yard signs available, reports of signs stolen or vandalized; Ed Thomas wished Doug well in his retirement and thanked him for many years of service to Branch 78.

Ramon Lawson HB: Open Season 11/09 - 12/14/20, nalcHBP.org virtual presentations 7 PM and 10-11:30 PM; do not wait till last three days to make your plan selections. Gary Porter H&S: clocks have changed; darkness is NOT an excuse not to deliver; if instructed to go back out and deliver, GO. If there are safety issues, come back and put in writing, unable to see hazards when walking, no street light or unsavory people lurking in delivery area, you must put specific safety concerns in writing on a 1767 and complete 1571 cut slip with supervisor's signature. You decide whether you feel safe.

Jason Fry read the Treasurer's Report

NEW BUSINESS

Election final over but more time needed to tally mail in, military and provisional ballots. There were two active carriers, who passed the same day from COVID; Mary Crosby, Br 452 Chillicothe and Robert Fouts, Br 238 Massillon. Twenty active and four retirees lost to COVID in Ohio. Be diligent in wearing masks properly, using hand sanitizer, washing with soap and water, practicing social distancing every chance possible. Ohio numbers are climbing dramatically. Fred Rolando and Brian Renfroe testified before Arbitrator Nolan on history of bargaining and wages and why CCA attrition does not work in carrier craft. There have been fifteen conversions, Ramon just completed two more classes for them. Postage increases approved for 01/24/21, post cards up one cent, first class second ounce increase five cents. Comments on Doug Lawrence OWCP classes and Mark Camilli had 130 on virtual Retirement Seminar.

New 3849 or 3811 procedures for MDD; knock, ask first initial and last name add carrier initials, no signatures, due to COVID. PM says staffing will be increased 11/2-3/20. Todd advised must follow 12 hr list, volunteers and force by juniority to avoid grievances. PM says late mail is a plant issue. Requested additional vehicles for peak parcel season or to not take a vehicle when delivering Metris to station. She said it was already decided to pick up when dropping off a new one, so still short postal vehicles. CCAs asked to drive POVs. Addressed the 140 cap, only 112 on rolls and 87 working. Five CCAs quit after Columbus Day overload.

Buckeye Branch 78
 1029 Harrisburg Pike
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 National Association of
 Letter Carriers
 AFL-CIO



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BRANCH 78 OFFICERS

PRESIDENT	TODD HORNYAK	ToddHornyak@gmail.com
VICE PRESIDENT	MARK BEACH	markbeach78@gmail.com
REC SECRETARY	TREVOR PAYNE	thetrevorpayne@gmail.com
ASST SECRETARY/EDITOR	YANA MILLER-FARNEY	dogmamayfm@gmail.com
FIN SECY-TREASURER	JASON FRY	jasonfry44@gmail.com
SAFETY & HEALTH	GARY PORTER	GaryPorter8241@sbcglobal.net
SGT-AT-ARMS	JACKI MITCHELL	jackibr78@gmail.com
DIR OF RETIREES	DOUG GULLEY	dgulley538@aol.com
MBA HEALTH BENEFIT	RAMON LAWSON	rlawsonformala@gmail.com
HEAD TRUSTEE	DON SHEPHERD	shep7961.ds@gmail.com
TRUSTEE	MYRON MILLER	mmmoh@att.net
TRUSTEE	CHUCK SNYDER	theregular99@aol.com
TRUSTEE	BRENDA STIDAMS	bstidams@gmail.com
TRUSTEE	ED THOMAS	oakwooded@gmail.com

STATIONS	STEWARDS	BUSINESS-HOME
BW Beechwood	Doug Lawver/Scott Lloyd/ Karlton Wilson Alt.	614-447-0146
BEX Bexley	Roderick Robinson	614-237-2830
Canal Winchester	Mark Beach	614-837-7953
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DUB Dublin	Debbie Guthrie/Mary Metzen Alt.	614-889-6571
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East City	Charles Sanders/Brian Ball/Dillien Miller Alt.	614-469-4466
F German Village	Dean Peruzzi	614-449-9565
G South Columbus	Eli Turner	614-444-0217
GAH Gahanna	Kirk Hilty/Brenda Stidams	614-472-0696
GP Groveport	Mark Beach	614-836-5452
GC Grove City	Mark Beach	614-875-6327
HILL Hilliard	Mark Beach	614-876-7021
LIV Livingston	Ramon Lawson/Reggie Falls Alt.	614-237-9570
LON London	Mark Beach	740-852-1881
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NL Northland	Sammy Tonyemba/Larez Harper	614-890-1180
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OP Oakland Park	Kelsey Crosbie/Daniel Dillinger/Antonio Scott	614-476-1680
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WV Westerville	Mark Beach/Dee Dee Miller Alt.	614-882-2243
Westland	Samuel "Cory" Bailey/Eric Scarberry	614-351-0138
WJ West Jefferson	Mark Beach	614-879-9145
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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
RETIRES MEETING-1:00 P.M.

First Tuesday of each month

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