

MEMO To the Branch 2184 Leadership Council, August 8, 2023



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Darryl Clay
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Byron Hendricks
Jillian Hudgins
Symone Coleman
Yvonne Jackson
Karl Tamburro
Damon Green
Shaun Fowlkes
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Chanel Harrison
Lillian Bogosian
Rachel Stachulski
Scherrie Lacey
Scott Watts
Valerie Watkins
Kristie Nelson
Diego Forshaw
Keith Benedict
Victor Siemiesz
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Ramon Robinson
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This month's Leadership Council Memo will begin as usual with an update on Branch administrative matters. As we head into fall, a full schedule of Branch and NALC events awaits us. Our regular Branch membership meetings will resume on Wednesday, September 6 at 7:30 p.m. at the Branch 2184 office. Steward meetings in September are scheduled for Tuesday, September 12 and Monday, September 18, both at 7:00 p.m. The September 12 steward meeting will be held at the Branch 2184 office. The September 18 steward meeting will be conducted online via WebEx. An executive board meeting is scheduled for Monday, September 25 at 7:30 p.m. at the Branch office.

Another reminder that nominations for all Branch 2184 officers, regular station stewards, and convention delegates for the 2024-2026 three-year term of office will be taken at the regular membership meeting scheduled for Wednesday, October 4 at 7:30 p.m. Any member in good standing is eligible to be nominated or to make a nomination, with the following caveats: Nominees for station stewards must be active carriers (non-retired) working in the station where they are nominated for a steward position. Nominees for Branch retiree officer must be currently retired members or members that will be officially retired as of January 1, 2024.

Additionally, no "seconds" are necessary for any nominations after they are made and a member need not be present at the meeting to be nominated. However, it will be solely the responsibility of any nominee for any position to obtain, complete, and return the Branch's acceptance of nomination and certification of non-supervisory status form within 10 days of the close of nominations. Any contested positions will result in a Branch election conducted by an election committee appointed by the President. A mail ballot will be sent to the last known address of all members in good standing, with the results announced at the December membership meeting. Ballots for contested steward positions will be sent only to the active members in that station.

The Branch has registered and made hotel arrangements for all those that will be attending the annual NALC Region 6 Training that will take place at the Radisson Hotel in Kalamazoo during the Columbus Day/Indigenous Peoples Day holiday weekend, October 7 through October 9. All attendees from Branch 2184 will be receiving additional information in a forthcoming letter from Branch President Walt McGregory.

The National union has announced that this year's National Conference (better known as a Rap Session) will be held in New Orleans, Louisiana from November 17 through November 19. These conferences are mandated by the NALC Constitution (Article 3, Section 4.B) and they take place during non-national convention years. In accordance with Branch 2184's Bylaws, Article VI, section 1(a), attendees at this and other non-national convention events called by the National union are determined by the Branch President.

The Postal Service has informed the NALC that the pay adjustments for some PTF letter carriers whose pay was incorrectly calculated while they were at Step AA are being delayed due to "unanticipated problems." These adjustments had been scheduled to be made on paychecks dated July 21, and they are in accordance with national-level settlement M-01980. The USPS states the anticipated date for these adjustments will now be the September 1 paycheck.

Although the NALC National Union provides access to a vast amount of contractual information and resources through its website and its app, and it also provides extensive training at the regional and national level for contract enforcers and others whose work involves assisting our members, letter carriers and especially NALC activists can never have too many solid contractual resources. An exceptionally good example is activist Corey Walton's comprehensive and accessible "From A to Arbitration" podcasts. <https://fromtoarbitration.com>

New as well as experienced stewards and formal Step A representatives will find episodes dealing with nearly every common as well as some less common Contract violations committed by postal management. Each one is thorough and easy to follow and highly recommended. Of note, because Corey has chosen to weigh in with commentary in a few recent episodes concerning the current issues involving NALC National President Brian Renfro as well as some other union political matters, some controversy has followed. However, the overwhelming body of content in "From A to Arbitration" consists of superbly developed and sourced material involving letter carrier rights, work rules, and effective grievance development.

Stewards, when you are investigating and preparing grievances in response to disciplinary actions received by letter carriers, always be sure to thoroughly review the disciplinary letter itself as well as supporting documentation (if any) provided by postal management. They routinely make serious and even fatal errors through oversight, sloppiness, and contractual ignorance, or by just attempting to get away with making bogus charges against the carrier. Branch 2184 CAU member Erik Venzke will speak more about this in his portion of the August steward meetings.

When a Branch 2184-represented letter carrier has a scheduled vacation and management finds that the carrier no longer has a sufficient annual leave balance to cover the entire vacation, the carrier can be required to cancel **ONLY** the amount of time that they are short annual leave, **NOT** the entire vacation. This is clearly spelled out in our Branch 2184 Local Memorandum of Understanding (LMOU), Item 4, section 2 (e), which states **"If sufficient annual leave is no available the carrier shall determine any forfeiture, which must be consecutive."** We have received several reports of management improperly telling our members with insufficient leave balances that they must cancel their entire vacation. That is simply **NOT** the case, and stewards should monitor all vacation cancellations to ensure that the applicable LMOU language is enforced.