



# MEMO To The Branch 2184 Leadership Council, February 7, 2023

Walt McGregory  
Jackie McGregory  
Darryl Clay  
Mel MacDonald  
Cathy Tondreau  
Jim Powell  
Phil Ashford  
Tracy Mitchell  
Erik Venzke  
Felicia Davis  
Leonard Zawisa  
Dave Reise  
Joe Golonka  
Kris Shaw  
Mark Owen  
Scott Russell  
Karen Russell  
Tod Lilla  
Ryan Zyngier  
Byron Hendricks  
Jillian Hudgins  
Symone Coleman  
Yvonne Jackson  
Karl Tamburro  
Damon Green  
Shaun Fowlkes  
Marwan Ghotemi  
Chanel Harrison  
Lillian Bogosian  
Scherrie Lacey  
Scott Watts  
Valerie Watkins  
Elizabeth Bays  
Kristie Nelson  
Diego Forshaw  
Keith Benedict  
Victor Siemiesz  
William Douglas  
Jeffrey Webb  
Nakia Whitfield  
Katrina Jones  
Ananias Epps  
Ramon Robinson  
Denise Viola  
Paul Bordine  
Mike Tredway  
Danita Hill

This month's Leadership Council Memo will begin as usual with an update about Branch administrative matters. Our next scheduled regular membership meeting will take place on Wednesday, March 1 at 7:30 p.m. Because of continuing threat of Covid infections along with other contagious diseases, this meeting will again be conducted via WebEx, continuing the format currently established. To participate, please call the Branch 2184 office at (313) 295-1640 or contact EVP Jackie McGregory at [ravier7498@gmail.com](mailto:ravier7498@gmail.com). Please provide your name and the email address you want to use for the WebEx link to log in. The link will be sent at least two days prior to the meeting. The Branch website (NALC2184.org) also has a telephone number and access code if you want to participate in the meeting telephonically.

There will be two steward meetings in March, which are scheduled for Tuesday, March 7 and Monday, March 13, both at 7:00 p.m. These meetings will also be conducted via WebEx. The March executive board meeting is scheduled for Monday, March 27 at 7:30 p.m.

Branch 2184 continues to make plans for our first annual Retiree Celebration which will take place at the Prestige, 6600 Allen Road in Allen Park on Sunday, March 19 from 2:00 to 6:00 p.m. The event is free to retired members and one guest, and all other members and guests are welcome to attend by purchasing tickets, which are \$30.00 each. The celebration will include dinner, a cash bar, a live DJ, and lots of good Union solidarity and conversation. Please make plans to attend this special event!

Branch 2184 will also be again be fully participating in the NALC National Food Drive, taking place this year on Saturday, May 13. Stewards, Branch officers, and station coordinators please keep updated on the latest information regarding this year's Food Drive.

The Michigan State Association of Letter Carriers (MISALC) has sent out the Convention Call for their biennial convention, which will take place at the Motor City Casino and hotel in Detroit on Monday and Tuesday, May 1 and 2. Active carriers that are delegates and who plan to attend the convention should already have notified management and completed 3971s for your choice of leave (annual leave or LWOP) for those days. Also be sure that you have notified that Branch of your intentions. Additional information for delegates will be provided by Branch President Walt McGregory.

Several Branch 2184 stations and zones have already had their "live week" of data collection with the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP), with others still to go during the spring months. Much has been learned and much will still be learned as subsequent consultations and possible adjustments take place. All stewards and Contract enforcers should stay current with the latest information provided by Branch 2184 route inspection specialist Dave Reise as well as others.

The Postal Service has begun the process in some areas of moving City Letter Carrier assignments from independent installations into Sorting and Delivery Centers (SDCs). Where this is occurring, there are of course many questions regarding bid assignments, craft seniority, as well as numerous other matters. Although there are NO currently proposed relocations of any Branch 2184 letter carriers, it is possible that could change in the near future. The NALC and USPS have recently signed two Memorandums of Understanding that specifically address many of the issues resulting from this process. They are numbered as M-01990 and M-01991 in the NALC Materials Reference System (MRS). It is strongly suggested all Branch 2184 officers, stewards and contract enforcers familiarize themselves with these (and potentially additional) MOUs concerning the Sorting and Delivery Center consolidation process.

The USPS is continuing a nationwide process of replacing current timekeeping equipment with the use of Mobile Delivery Devices (scanners) for timekeeping purposes, which includes the use of scanners for all regular carrier clock ring functions. While this change understandably results in many concerns and questions, where this process has been implemented it has not resulted in many significant issues. One issue that does exist involves situations where CCAs (or others) work in more than one office on a given day. When this occurs, the carrier must do a new Begin Tour (BT) when they log in on the new scanner. This will of course result in more than one BT showing for the carrier's workhours that day. The NALC National Union has advised that they are aware of this problem and have discussed the situation with the Postal Service. However, because TACS does not communicate back to each individual scanner, this is unlikely to change.

With negotiations between the NALC and USPS on a new Collective Bargaining Agreement scheduled to begin on February 22 and the current Contract expiring at midnight May 20, there inevitably will be much "buzz" and speculation regarding the progress and the specifics of the National level discussions. Stewards, please make every effort to quash rumors and speculation when you become aware of it. The NALC does not negotiate in public, nor should they. Authentic and official information will be made available ONLY from the NALC National Union or the National Business Agent's office. Alleged Contract negotiations information from any other source should be immediately disregarded and NEVER repeated.

Now that "peak season" has ended and many of our Branch 2184-represented installations have also recently increased letter carrier staffing by hiring some new CCAs, overtime hours and opportunities are not as plentiful in many stations as previously. Because of this, there has been pushback from some carriers on the Overtime Desired List who have become accustomed to unlimited opportunities to work overtime. However, always remember that not one minute of overtime work is EVER guaranteed for anyone, whether they have signed an overtime list or not.

Stewards should take the time to review Article 8, section 5.C.2 and when necessary, directly inform and remind our members of these provisions. Specifically, that management determines if overtime will even be used in any given situation; that no one has an automatic right to work on their NS-day or perform overtime work on regularly scheduled days; and that overtime work is NOT assigned by seniority or on a rotating basis. Most of all, equitable distribution of overtime opportunities is only required over a quarterly, three-month period. On any given day or days during that three-month period, management has the sole right to determine who will work overtime and where this overtime work will be performed.

Also keep in mind that "equitable" does not mean equal; it only means that overtime hours must be distributed fairly. With all that in mind, it is certain that management will continue to commit Article 8 violations when assigning overtime work, and consequently grievances will still be necessary.