

# MEMO To The Branch 2184 Leadership Council, April 11, 2023



Walt McGregory  
Jackie McGregory  
Darryl Clay  
Mel MacB nild  
Cathy Tondreau  
Jim Powell  
Phil Ashford  
Tracy Mitchell  
Erik-Venzke  
Felicia\_Oavis  
Leonard Zawisa  
Dave Reise  
Joe Golonka  
Kris Shaw  
Mark Owen  
Scott Russell  
Karen Russell  
Tod Lilla  
Ryan Zyngier  
Bryon Hendricks.  
Jillian Hudgins  
Symone Coleman  
Yvonne Jackson  
Karl Tamburro  
Damon Green  
Sbaun Fowlkes  
Marwan Ghotemi  
Chanel Harrison  
Lillian Bogosian  
Rachel Stachulski  
Selterrie Lacey  
Scott Watts  
Valerie Watkins  
Kristie Nelson  
Diego Forshaw  
Keith Benedict  
Victor Siemiesz  
William Douglas  
Jeffrey Webb  
Nakia Whitfield  
Katrina Jones  
Ananias Epps  
Ramon Robinson  
Paul Bordlne  
Mike Tredway  
Danita Hill

This month's Leadership Council memo will begin with information concerning Branch 2184 administrative matters and events. Effective with the May membership meeting, the Branch will be returning to an "in person;" meeting format. As such, our regular membership meeting on May 3 will be conducted at the Branch 2184 office beginning at 7:30 p.m.

A steward meeting is scheduled for Tuesday, May 9, at 7:00 p.m. This meeting will also take place at the Branch 2184 office, resuming the format that was established prior to the onset of the COVID pandemic. Stewards and Branch officers attending the MISAtC convention on May 1 and 2 will receive steward meeting credit, contingent upon their participation in the convention proceedings and the training conducted at the convention. The May executive board meeting will also take place at the Branch 2184 office, on Monday, May 22 at 7:30 p.m.

Convention delegates that are planning to attend the forthcoming Michigan State Association of Letter Carriers convention at the Motor City Casino in Detroit on May 1 and 2 will soon be receiving additional information from Branch President Walt McGregory about the convention as well as about their responsibilities as delegates. Please read this information very carefully after it is received.

Branch 2184 continues to make plans for this year's NALC Food Drive, taking place on Saturday, May 13. The Branch is fully committed to resuming our participation in the Food Drive at the same level as we did prior to the COVID pandemic. Branch station coordinators and stewards should continue to pay close attention to Food Drive-related announcements and activities as this information becomes available.

Our Branch's first annual Retiree celebration on Sunday, March 19 was a success, attended by about 75 retirees and guests. Also in attendance were NALC National Vice-President James Henry and Region 6 (K.I.M. Region) National Business Agent David Mudd. Plans are already underway for next year's Branch retiree celebration.

The NALC Committee of Laws has notified the Branch that as of Friday, March 17, 2023 they have approved all proposed Bylaws amendments that were approved by the membership at the March 1 meeting. As such, these amendments are effective as of March 17. Our existing Branch 2184 Bylaws have been updated to reflect the changes.

Branch President Walt McGregory has made the following appointments: Erik Venzke has been appointed as Branch 2184's new Branch Mutual Benefit Association (MBA) officer, effective as of Monday, March 27, 2023. David Reise has been appointed as a Branch Trustee to fill out the remainder of our deceased union sister Gloria Warthen's term of office.

On March 26 through March 29, Taylor steward Keith Benedict and Allen Park formal Step A representative Kris Shaw attended Region 6 arbitration training conducted by our National Business Agent's office. Branch 2184 will continue to make training opportunities available for interested Branch stewards, officers, and activists.

With this year's retiree celebration behind us, Branch 2184's next big event will be our annual Branch picnic, which will be held on the grounds of the Branch office on Sunday, June 25, 2023 from 12:00 to 6:00 p.m. The picnic is our largest and most popular membership event each year, and this year's picnic will be bigger and better than ever. Critical to the success of the picnic is our volunteers, who will be needed before, during, and after the picnic. Branch stewards, officers, and activists are strongly encouraged to volunteer at least a few hours of your time to help ensure the success of this year's picnic.

Official Notice of nominations for Branch 2184 officers, station stewards, and convention delegates for the 2024-2026 term has been sent to the *Postal Record*. This notification will also appear in a forthcoming issue of the Branch publication, and it should be posted on the NALC Bulletin Board in each of our stations. A reminder that our Branch Bylaws have been amended to clarify that it is solely the responsibility of any nominee for any Branch 2184 elected position to obtain, complete, and return the acceptance of nomination and certification of non-supervisory status form to the Branch within ten days of their nomination.

To the surprise of no one, USPS management has once again been flagged for falsifying employee training records on a widespread basis throughout the United States, specifically the mandatory heat illness prevention course on the HERO platform that should have been completed by every letter carrier by April 1. Despite this requirement, it is likely that there are many Branch 2184-represented letter carriers who have not yet completed this training. Stewards, if you are aware of letter carriers in your stations that have not yet completed the heat illness prevention course, request copies of the training records from management and follow up if necessary to ensure that this is done. If you discover evidence that training records have been falsified by management, notify the Branch 2184 office ASAP. Any letter carrier can (and should) go into the HERO section of Lite Blue and see if they have been reported by management as having completed the training.

Stewards are also reminded that any grievances involving overtime equitability issues for the postal quarter that ended March 31 must have an informal Step A meeting no later than April 14, or (only if necessary) a signed time limits extension.

On Wednesday, March 1, United States Senators Sherrod Brown from Ohio and Susan Collins from Maine reintroduced the bipartisan Social Security Fairness Act (S. 597) in the Senate. The bill, which is identical to legislation introduced in the House of Representative (HR. 82) in January, that would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). The GPO and WEP are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including former Civil Service Retirement System (CSRS) letter carriers. All active and retired letter carriers should contact their Congressional Representatives and United States Senators, strongly urging them to support this legislation.

Last April, the NALC and USPS settled an interpretive dispute over the Postal Service's method of calculating overtime pay, Sunday premium pay, general wage increases, and cost of living adjustments (COLAs) for Part-Time Flexible (PTF) city letter carriers in Step AA. The dispute centered around the implementation of the new language contained in Article 9 Section 8 and Article 11 Section 7 of the 2019 National Agreement and how they interact with each other. The settlement upheld NALC's position.

At the time of the settlement, the parties recognized significant administrative changes would be necessary to implement the terms of the agreement. Those changes are now ready to be implemented beginning with Pay Period 9, which begins this Saturday, April 8. All hours worked beginning on that date should reflect the new rates specified below. Any back pay that may be due to letter carriers for hours in which they worked while in Step AA prior to that date will tentatively be paid on the paycheck that will be received on July 21, 2023. As a result of the Postal Service's incorrect calculation, PTF's currently at Step AA are being underpaid by \$1.25 for each overtime hour worked, \$1.67 for each penalty overtime hour and \$0.21 for each hour of Sunday Premium. The calculation has also currently resulted in an eleven-cent deviation of the straight time rates between PTFs at Step AA and Full-Time Regulars at Step A. The new rates for PTFs in Step AA should reflect the following:

Sunday premium - \$5.53 per hour  
Straight time rate - \$22.13 per hour  
Overtime rate - \$33.20 per hour  
Penalty overtime rate - \$44.27 per hour