



# MEMO To The Branch 2184 Leadership Council, December 14, 2021

Walt McGregory  
Mark Judd  
Jackie McGregory  
Mel MacDonald  
Cathy Tondreau  
Jim Powell  
Phil Ashford  
Tracy Mitchell  
Gloria Warthen  
Felicia Davis  
Leonard Zawisa  
Joe Golonka  
Dave Reise  
Erik Venzke  
Kris Shaw  
Mark Owen  
Bryon Hendricks  
Jillian Hudgins  
Darryl Clay  
Symone Coleman  
Yvonne Jackson  
Karl Tamburro  
Denise Viola  
Shaun Fowlkes  
Lillian Bogosian  
Scherrie Lacey  
Scott Watts  
Valerie Watkins  
Elizabeth Bays  
Tamara Bosman  
Kristie Nelson  
Diego Forshaw  
Otis Barney  
Keith Benedict  
William Douglas  
Jake Szor  
Jeffrey Webb  
Nakia Whitfield  
Katrina Jones  
Ananias Epps  
Ramon Robinson  
Tonya Rutledge  
Paul Bordine  
Mike Tredway  
Danita Hill

The final Branch 2184 Leadership Council Memo of 2021 will begin as usual with an administrative update concerning Branch matters. The continuance of Covid-19 concerns in Michigan and elsewhere means that in the near term it will be necessary to maintain our present telephonic format for all meetings in January, including the general membership meeting on January 5, the Steward meeting on January 11, and the Executive Board meeting on January 31. Branch President Walt McGregory will provide updates concerning future meetings and other Branch events as developments warrant.

Branch stewards and officers should ensure that they have a copy of the Steward meeting schedule for 2022. Save it, print it, and enter the information into your personal calendars. All Steward meetings will begin at 7:00 p.m.

Letter carrier pay increases in 2021 have totaled more than any single year since the NALC began negotiating wages with the USPS following the legendary March 1970 strike, with almost \$5,000 annually (\$2.39 per hour) added to the top step. As a result, there will also be a significant NALC Dues increase in 2022, in accordance with the formula established by the NALC Constitution, Article 7, section 2.A. It is likely that there will be some carping and complaining about the dues increase; however, NALC dues are by far the best investment in a letter carrier's wages, benefits, and job security that can be found.

USPS pay year 2021 ends on Friday, December 17. USPS pay year 2022 begins the next day on Saturday, December 18, which is the first day of pay period 1, week 1, 2022. USPS leave year 2021 ends on Friday, December 31. USPS leave year 2022 begins on Saturday, January 1, which is the first day of pay period 2, week 1, 2022. The yearly annual leave which is advanced to fulltime regular carriers and credited to leave balances is available to use beginning at this time.

A question arose about the dates on which the upcoming Christmas and New Years holiday schedules must be posted, per Article 11, section 6.A of the Contract. This states that "The employer will determine the number and categories of employees needed for holiday work and a schedule must be posted as of Tuesday preceding the service week in which the holiday falls." However, keep in mind that a USPS "service week" is NOT the same as a calendar week, hence the concern about the forthcoming holiday schedules.

Both Christmas and New Years Day fall on a Saturday this time around, which is the first day of a USPS service week, even while these dates are also part of the previous calendar week. Thus, in compliance with Article 11, section 6.A, **the Christmas holiday schedule must be posted no later than close of business on Tuesday, December 21. The New Years holiday schedule must be posted no later than close of business on Tuesday, December 28.**

The initial round of annual leave selections for 2022 (February 2022 through January 2023) should be well underway or even near completion in Branch 2184-represented offices. In accordance with Item #4, section 2(b) of our Local

Memorandum of Understanding (LMOU), the first round of selections should be completed no later than January 15, after which the second round of subsequent selections of vacation weeks occurs, which should be completed no later than March 1. Additionally, if you are a convention delegate and plan to attend the National Convention August 8-12, 2022 in Chicago, you already should have notified management in your office. Further information about the convention will be provided to delegates by the Branch early next year, as it becomes available.

Also keep in mind that the Leave Remaining (incidental leave) provisions of our LMOU – Item #4, section 7 and Item #12, section 2, can be utilized for leave available following the completion of the **first round of vacation selections**. It is not necessary to wait for the completion of the second round of vacation selections, because this is specifically intended for weeks remaining in the choice vacation period, which does not begin until either the first week of May or the week containing the Memorial Day holiday, depending on the installation.

In most Branch 2184-represented stations, letter carriers are doing “parcel runs” during the current holiday peak season. In many instances, carriers are making a separate trip to the street to deliver parcels, usually in conjunction with morning office time. In other instances, CCAS and others are doing “parcel runs” as a form of auxiliary assistance for some assignments. **However, in ALL instances, letter carriers should NOT be utilizing TACS code 733 to do this work. TACS code 733 is to be used ONLY with actual established parcel post routes, none of which exist in Branch 2184-represented USPS installations.**

Instead, “parcel runs” are a street time function – TACS code 722, and normal street delivery codes should be used. Any management instruction to use TACS code 733 for letter carrier parcel delivery should be immediately challenged with a grievance. The grievance file should cite and include M-01885 from the NALC Material Reference System (MRS). **Additionally, the Branch has become aware of a management tactic that they refer to as “static routes” – which do NOT exist in any USPS Contract, Handbook, or Manual. Branch 2184 Route Inspection Officer Dave Reise will discuss this further.**

A question arose regarding the assignment of auxiliary assistance. When management authorizes auxiliary assistance in response to a carrier submission of PS Form 3996, in many instances they will leave it to the carrier to determine what portion of the assignment will be given off for assistance. This is fine, but it should never be construed as giving the carrier carte blanche to always make this determination to begin with. **The assignment of work in the Postal Service and within most organizations is very much a management function.** As such, they have every right to determine what portion or portions of an assignment will be given off as field assistance – or even to authorize office assistance instead of field assistance. In some instances, management will determine that it is necessary for a specific portion of an assignment to be left as auxiliary assistance, as necessitated by a wide variety of factors.

More specifically, note Article 3.D of the Contract (Management Rights), which conveys upon the employer the right “To determine the methods, means, and personnel by which such operations are to be conducted.” Additionally, although the M-41 Handbook, section 280, which is instructions for completion of Form 3996, states that after assistance is approved the carrier completes the section of the form indicating the delivery starting point and blocks on each street to be delivered, this language cannot be and should not be construed as conveying upon the carrier the right to make a unilateral determination what that starting point and subsequent blocks shall be. The carrier completes the 3996, but that is a very different matter than making the determination of what specific work will be authorized as auxiliary assistance.