

# MEMO To the Branch 2184 Leadership Council, Dec. 15, 2020



Mark Judd  
Walt McGregor  
Jackie McGregor  
John Hite  
Cathy Tondreau  
Jim Powell  
Scott Watts  
Joe Golonka  
Gloria Warthen  
Felicia Davis  
Leonard Zawisa  
Kris Shaw  
Mark Owen  
Bryon Hendricks  
Melvin MacDonald  
Darryl Clay  
Symone Coleman  
Yvonne Jackson  
Denise Viola  
Lillian Bogosian  
Chris Biegalski  
Phil Ashford  
Scherrie Lacey  
Dave Reise  
Erik Venzke  
Joshua Nagy  
Shavon Alexander  
Elizabeth Bays  
Valerie Watkins  
Jennifer Rake  
Tamara Bosman  
Diego Forshaw  
Kristie Nelson  
Keith Benedict  
Tracy Mitchell  
Nakia Whitfield  
Katrina Jones  
Ananias Epps  
Ramon Robinson  
Tyler Haverstick  
Paul Bordine  
Milke Tredway  
Danita Smith

As has become customary in this COVID-altered year, this Leadership Council Memo will begin with an update on Branch-related matters. Because of the continuing effects of the pandemic, until further notice we will continue to conduct our internal business meetings, that is our Steward meetings and our Executive Board Meetings, by teleconference. Stewards will continue to receive monthly steward meeting credit by participating in the teleconferences. Additionally, the regular Branch membership meeting that had been scheduled for Wednesday January 6, 2021 has been canceled.

Executive Vice-President Walt McGregor has completed the 2021 Branch and Steward meeting schedule, which is included in the documents posted on our website for the December 15 Steward meeting. Stewards, please be sure to print a copy of this new meeting schedule and have it with your contract enforcement materials. Also make a point of annotating these meetings on your 2021 calendars such as computer and cell phone calendars.

At the November 30, 2020 Executive Board meeting, Branch 2184 President Mark Judd announced that he will be stepping down from this position at the close of business on Monday January 4, 2021. At that time Mark will have completed 15 years as Branch 2184 President, which is the second longest tenure of any Branch 2184 President during the past 60 years and perhaps in the almost 98-year history of the Branch.

In accordance with Article VI, section 2(a) of our Branch Bylaws, current Branch 2184 Executive Vice President Walt McGregor will become Branch President effective on Tuesday January 5, 2021. Walt and the other branch officers as well as all regular station stewards will continue to serve for the balance of the current extended term of office. This term will end after nominations and elections for a new term have been completed and those elected are formally installed. Of additional note, after he becomes Branch President, Walt will make the decision regarding filling the vacancy in the Executive Vice President position.

It has not yet been determined at this time when nominations and elections take place, but this will be done as soon as this can be safely and feasibly accomplished. All Branch 2184 members will be provided with updated information concerning that date, time, location, and formats for nominations as well as elections for any contested positions. Additionally, although the 2021 Michigan State Association of Letter Carriers Convention has been canceled, there are two additional conventions scheduled during the remainder of the next term of office, a National Convention in Chicago in August 2022, and a State Convention in the Spring of 2023. Thus, nominations for convention delegates will also take place as the same time as the other nominations.

On Wednesday, November 25, the NALC National union announced that they had reached a tentative agreement with the Postal Service on a new Collective Bargaining agreement to replace the one which expired on September 20, 2019 but which continues in effect until a new contract is ratified or a decision rendered by National Arbitrator Nolan (in the event of non-ratification).

As is always the case with proposed new Contracts, there is much interest in its terms. Branch 2184 members will have several ways to ascertain this important information.

A detailed summary of the terms of the tentative agreement can be found on the NALC National website and in the NALC Bulletin dated November 25, 2020. This information can also be found by using the NALC app. The December 2020 *Postal Record* will have extensive information concerning the tentative agreement. Additionally, a detailed summary of the terms of the proposed Contract will be found in the November/December 2020 issue of the Branch publication after it is completed, printed, and mailed.

All active NALC letter carrier members, meaning non-retired letter carrier members, will be sent a copy of the proposed agreement and a ratification ballot. Retired NALC members do not participate in Contract ratification referendums because the terms of the Collective Bargaining Agreement only apply to active members. Retirement matters and related issues (both CSRS and FERS) are administered by the United States Office of Personnel Management (OPM) and determined through legislation passed by the United States Congress – the House of Representatives and the Senate, and signed by the United States President.

Although typically (and understandably) most letter carriers look first at the economic terms of a new Labor Agreement, all Branch members should be strongly encouraged to make every effort to read the rest of the Contract – which applies to everything they do at work, every day. If a majority of members approve the proposed Contract, it will become effective immediately after the votes have been tallied by a committee appointed by the NALC National President and the results are officially announced. If the Contract is voted down by a majority of those returning the ratification ballots, it is likely the arbitration process would be completed and National Arbitrator Nolan would render a decision on the terms of a new Contract.

Finally, pending ratification of the tentative National Contract, a 30-day period of local implementation, better known as local negotiations, has been scheduled for April 29 through May 28, 2021. It is during this period, which occurs after each new National Contract is completed and ratified, that negotiations between the Branch of USPS management in our stations concerning the 22 items (and related matters) in our Branch 2184 Local Memorandum of Understanding (LMOU). This includes but is not limited to matters such as our local leave program and holiday scheduling, as well as some specific letter carrier craft issues. The parameters for this process are found in Article 30 of the National Agreement. Of note, it is not mandatory that LMOU negotiations take place if both parties agree not to “open” the LMOU for renegotiation. However, if either side – union or management, wants to “open” the local contract for renegotiation, the other side must participate in the process.

We have received a few questions seeking clarification of the “exempt” letter carriers from the 12/60 workhour limitations in December. To review, the 12/60 workhour limitations (Article 8.5.G and ELM 432.32) continue to apply to all Non-ODL fulltime regular carriers in December. Those carriers on the regular or work assignment overtime lists only can be assigned work in excess of the 12/60 limits in December. For further clarification, the application this waiver to work assignment ODL carriers would ONLY be for work on their own assignments and on regularly scheduled days. If a work assignment carrier is worked off-assignment or on an NS day, they are limited to 12 hours (11.5 hours plus lunch). Additionally, the 12-hour daily workhour limitation continues to apply to PTFs as well as CCAs. However, these employees can be worked more than 60 hours a week throughout the year, including December.