



MEMO To the Branch 2184 Leadership Council, December 14, 2022

Walt McGregory
Jackie McGregory
Darryl Clay
Mel MacDonald
Cathy Tondreau
Jim Powell
Phil Ashford
Tracy Mitchell
Gloria Warthen
Felicia Davis
Leonard Zawisa
Dave Reise
Erik Venzke
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
Courtney Duran
Keith Benedict
Victor Siemlesz
William Douglas
Jeffrey Webb
Nakia Whitfield
Katrina Jones
Ananias Epps
Ramon Robinson
Denise Viola
Paul Bordine
Mike Tredway
Danita Hill

The final Branch 2184 Leadership Council Memo for calendar year 2022 will begin as usual with an administrative update. Our next regular membership meeting is scheduled for Wednesday, January 4, 2023 at 7:30 p.m. Because of continuing threat of Covid infections along with other winter season contagious diseases, this meeting will 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. 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.

Our first steward meeting of 2023 will also be conducted via WebEx. It is scheduled for Tuesday, January 10 at 7:00 p.m. An executive board meeting is scheduled for Monday, January 30 at 7:30 p.m. All Branch officers and stewards, please be sure that you have a copy of the schedule of 2023 steward meetings that was formulated by EVP Jackie McGregory and that you have noted these meetings on your calendars and planners.

2022 has been a successful year for Branch 2184 and the NALC. At the Branch level, we maintained and built on our long-established level of contract enforcement excellence, though as always, we can even be better still with our core functions as a representative entity. This year saw a return of participation by Branch 2184 in the NALC Food Drive as well the return of our highly popular Branch membership picnic. Numerous stewards and Branch officers attended and successfully completed specialized and advanced training, a delegation of 23 members attended and participated in the NALC National Convention in Chicago, and we sent 24 attendees to the annual Region 6 training conducted by our National Business Agent's office. Steward meetings were very well attended, and the Branch successfully countered the continuing impacts of Covid through the use of WebEx to conduct meetings.

On the National level, letter carriers received several pay increases, a few of which were exceptionally large COLA increases due to high levels of inflation. The Juneteenth holiday was added and observed, and a new Step P was added to the career letter carrier pay scale. An election of National Union officers was conducted, and Brian Renfroe was elected as the new NALC National President.

The NALC also worked with the AFL-CIO and organized labor at the State and local levels to successfully elect and re-elect numerous letter carrier and Postal Service allies and other pro-labor candidates to the U.S. House of Representatives and the United States Senate. Most important of all, on the legislative front we celebrated the long overdue passage of the Postal Reform Act of 2022 (HR 3076), signed by President Joe Biden on April 6. Among other provisions, this finally put an end to the onerous pre-funding mandate that had financially hamstrung the USPS for 15 years.

The forthcoming Christmas and New Years holidays both occur on a Sunday and as such they are officially observed on Monday, December 26, 2022 and Monday, January 2, 2023. Article 11, section 5.A of the National Agreement discusses USPS holiday designation rules when they occur on weekend days. If a holiday falls on Sunday, it is observed on the following day, on Monday. However, if a holiday falls on Saturday, as will occur with Veterans Day in 2023, it is observed on the previous day, on Friday.

Now for a look ahead at 2023, which will be a very busy year for Branch 2184 and for the entire NALC. Some of the tentative highlights:

Negotiations at the National level between the NALC and USPS on a new Collective Bargaining Agreement are tentatively scheduled to begin in February. The current National Agreement expires at midnight on May 20, 2023. The NALC will be presenting a strong case in this next round of Contract negotiations. There will be one final cost of living adjustment (COLA) for the current National Agreement that will occur following the release of the January 2023 Consumer Price Index (CPI). This will take effect in late February or early March.

We in Branch 2184 will be very busy during the spring months with the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). Six Branch 2184-represented installations covering 11 zones (zip codes) are currently scheduled for TIAREAP, with the potential for additional installations and zones to be added during the fall 2023 phase of TIAREAP. The Branch will continue to be very active with training and involvement in the process. Branch stewards and officers as well as our members will frequently be provided with updated information and as it becomes available.

The Michigan State Association of Letter Carriers (MISALC) biennial State Convention will take place on Monday and Tuesday, May 1 and 2 at the Motor City Casino in Detroit. Convention delegates will be provided with additional information about the forthcoming MISALC convention as it becomes available. Active (non-retired) members that are planning to attend the convention should already have notified management in their stations.

The NALC National Food Drive will take place on Saturday, May 13, and Branch 2184 will be fully participating. The 2022 Food Drive was a successful even if belated to return to an actual collection of food by letter carriers from postal customers. With additional advance planning and time to prepare, the 2023 Food Drive should be able to approach the levels of success attained during the years prior to the Covid pandemic.

Our annual Branch 2184 picnic is scheduled for Sunday, June 25 on the grounds of the Branch office. After a very successful return of the picnic in 2022, next year's event promises to be bigger and better than ever.

In accordance with Article V, section 2 of our Branch 2184 Bylaws, nominations of candidates for Branch officers, station stewards, and convention delegates for the 2024-2026 term of office will take place at the regular Branch membership meeting on Wednesday, October 4, 2023. A reminder to all that per Article V, section 3(a) of our Branch Bylaws, **it will be the responsibility of nominees for ALL positions to obtain, complete, and return nomination and acceptance forms within ten (10) days of the official closing of the meeting.**

An election will take place for any contested positions and this will be conducted per the provisions of Article V, sections 4 through 7 of our Branch 2184 Bylaws. Prospective convention delegates for 2024-2026 should be aware that this convention cycle includes the NALC National Convention scheduled in Boston August 5 - 9, 2024 and the National Convention scheduled in Los Angeles August 3 - 7, 2026. The dates and location of the MISALC (Michigan State Association) convention in 2025 have not yet been determined.

The annual NALC Region 6 (Kentucky/Indiana/Michigan or K.I.M. Region) training seminar conducted by NALC National Business Agent David Mudd's office will take place on Saturday through Monday, October 7 – 9 (the Columbus Day/Indigenous Peoples Day holiday weekend). It will take place in Kalamazoo, Michigan and will be first time that this valuable yearly training has been held in Michigan since prior to the beginning of the Covid pandemic. Additional information will be provided as it becomes available early next year. In 2024, the Region 6 training is tentatively scheduled to take place in Fort Wayne, Indiana on October 12-14. In 2025 it will be back in Covington, Kentucky on October 11-13.

The formal Installation of Branch 2184 officers and station stewards for the next (2024-2026) term of office will take place at the regular Branch meeting on Wednesday, January 3, 2024. **Last but certainly not least, in less than two years Branch 2184 will be commemorating the 100th anniversary of its official charter as a subordinate branch of the NALC, which occurred on November 25, 1924. There will be a series of events to observe and celebrate this anniversary. Details will be forthcoming during the next 12 to 18 months.**

The updated *NALC Shop Steward's Guide* along with many Grievance Starters are now available on the members only portal. The *NALC Shop Steward's Guide* is written for every NALC member who handles grievances at the Informal Step A and/or Formal Step A of the grievance procedure. Any other versions of the Shop Stewards Guide or Toolkit are obsolete and will no longer be available.

The updated guide will only be available through the members only portal. This will allow NALC to continue to update the guide in real time and ensure all stewards, activists and members have access. To access the guide, from the NALC website log on to the "MEMBERS ONLY" portal, and click the "MEMBERS DOCUMENTS" button where you will find the Shop Steward's Guide and the available Grievance Starters in a drop-down menu.

A Branch member recently inquired about a sick leave absence for work that encompassed four calendar days. However, one of those was a nonscheduled day. They had been told by management that since the absence was "more than three days" that documentation was contractually required, per Article 10, section 5.D and the ELM 513.361. However, that position is incorrect, per the Step 4 decision of M-00489, which states that **"three days" means three scheduled workdays**. NS days and holidays within a period of sick leave do NOT count toward the contractual documentation threshold. Also see the JCAM, page 10-14.

A question arose about crediting overtime work and opportunities for ODL carriers working as part of a holiday schedule. Because holiday schedules are formulated under the provisions of Article 11 and not Article 8, the first 8 hours worked by an ODL carrier as part of a holiday schedule is NOT counted and should not be credited for purposes of quarterly equitability, per Article 8.5.C.2.f. (JCAM page 8-14). However, any work by an ODL carrier beyond 8 hours on the day of a holiday schedule should be counted and credited for equitability purposes in the usual manner.

Current Branch 2184 Contract Administration Unit Chairperson Joe Golonka has been accepted for an online graduate certificate program in weather forecasting from Penn State University. As such, he will step back from some of his work for the Branch to focus on the academic requirements of the program. Branch President Walt McGregory will appoint Executive Vice President Jackie McGregory to serve as Branch CAU chairperson, and Joe will remain as an active and contributing member.