



MEMO To The Branch 2184 Leadership Council, February 15, 2022

Walt McGregory
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
Scherkeira Wells
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

This month's Leadership Council Memo will begin as usual with a Branch administrative update. Although there are some hopeful signs that the lengthy pandemic and its repeated waves has begun to subside, in the near term the Branch will continue to operate on the side of caution and thus will conduct our meetings telephonically during March. This includes the general membership meeting on Wednesday, March 2, steward meetings on Tuesday, March 8 and Monday, March 14, and an executive board meeting on Monday, March 28.

On Monday, January 31, the Branch executive board met, and as one of the orders of business, discussed funding for qualified delegates attending the forthcoming NALC National Convention in Chicago on August 8 through 12. This as well as additional pertinent convention information will be disseminated to all delegates by the Branch during the next few months after it is finalized. **A reminder that any delegate planning to attend the convention in Chicago should have already notified the Branch of their intent to do so, and if not, they MUST do so ASAP.** Delegates that are active letter carriers also should have already notified management in their stations when vacation selections began in early December of their intent to attend the convention.

NALC Region 6 (aka the K.I.M. region; Kentucky, Indiana, Michigan) National Business Agent David Mudd announced during a recent teleconference that the decision had been made to return to an "in person" regional training seminar. This valuable and highly popular training opportunity for NALC contract enforcers and specialists annually occurs in October, coincident with the Columbus Day/Indigenous Peoples Day holiday weekend.

This year's event will be held at the Northern Kentucky Convention Center in Covington, Kentucky, the location of several previous training seminars, on Saturday, October 8 through Monday, October 10. Branch President Walt McGregory will provide further information about our Branch's participation in this training as additional details become available during the coming months.

NALC National President Fred Rolando has appointed Ronnie Roush from Carmel, Indiana Branch 888 to fill a vacant regional administrative assistant (RAA) position at the Region 6 National Business Agents office. He joins Kyle Inosencio from Grand Rapids, Michigan Branch 56 as the Region 6 RAAs.

Stewards and Branch officers - when contacted by a member for assistance with filing an OWCP CA-1 form for work-related Covid exposure, please direct the member to our Branch 2184 website (NALC2184.org). In the lower righthand corner of the welcome page on our Branch website is a link to easy, step by step guidance entitled "Covid claim filing in ECOMP." This is a simple, 11-slide PowerPoint prepared by our National Business Agent's office that will enable any active NALC member who has contracted Covid that they believe resulted from an exposure at work to quickly and effectively submit an OWCP claim. **As always, stewards MUST also follow up to ensure that our member receives Continuation of Pay (COP) for any work loss beyond 3 calendar days.**

Management in one of our offices permanently changed the start times for all carrier assignments by providing just one day's advance notice of a change that was effective the next day. Although management often changes carrier start times, there is a contractual requirement to provide adequate notice or incur a premium pay liability. However, unlike what is commonly believed, in most instances this is NOT "out of schedule" pay, a subject that is widely misunderstood. **Additionally, the "out-of-schedule" pay rules apply only when a management-initiated schedule change is temporary in nature, not permanent.** In cases of permanent schedule changes (which of course are seldom if ever actually permanent), management need only provide notice of the change by Wednesday of the week before the service week that the change is scheduled to become effective. All stewards are encouraged to read the JCAM page Article 8, section 4 discussion of management-initiated schedule changes and out-of-schedule as well as overtime pay applicability.

Staffing issues continue in many of our Branch 2184-represented offices and in many instances non-ODL or work assignment ODL fulltime carriers are being required to work on nonscheduled days. Such work is, of course, always subject to the mandatory overtime provisions of Article 8.5.D. of the Contract. This includes a requirement to first utilize all regular ODL carriers up to 12 hours daily, 60 hours weekly, and 20 maximum weekly overtime hours, this per Article 8.5.G and M-00859. **ODL carriers do NOT have the right to voluntarily "waive" this maximization requirement, although they can request to be excused "in exceptional cases based on equity" per Article 8.5.E. In general, if you have signed an overtime list, you have volunteered to do the work as assigned and are expected to do so.**

Related to this is a frequent question concerning how much advance notice does management have to provide when scheduling any fulltime regular carrier to work on a nonscheduled day? Except in holiday scheduling situations which are governed by Article 11 procedures, the answer is right up until the time that a carrier clocks out the previous workday. After that, usually the only way they can contact a carrier is by telephone or text message - and of course no one is required to answer their personal phone or to use it for any postal-related business. Keep in mind that Postal employees are not even required to provide management with their phone number, only a current mailing address.

A question arose concerning the temporary detailing of CCAs to other installations. The relevant and applicable National level language regarding this issue is found in M-01827, a MOU agreed to by the NALC and the USPS. Among other requirements, this provides that "When the need arises to temporarily assign CCAs outside their employing office, management will to the extent possible use volunteer CCAs from the delivery unit, as long as the volunteers will be in a similar pay status. If sufficient volunteers are not found, **CCAs from the delivery unit providing assistance will be temporarily assigned to the other installation in reverse relative standing order to the extent practicable.**" This language makes clear that such assignments are not made through any sort of rotation, but rather only by reverse relative standing. Additionally, a CCA on an opt (holddown) cannot be assigned to another installation in lieu of the duties and schedule of their opted for assignment, regardless of relative standing.

There will be a virtual retirement seminar conducted by NALC Region 6 National Business Agent David Mudd's office on Sunday, March 20 from 1:00 to 3:00 p.m. Any member that is considering retirement within the next few years should make every effort to participate in this valuable seminar. All they need is a computer and Internet access and a few hours of their time. Stewards, please advise any interested member to contact the Branch 2184 office so that Branch President Walt McGregory can register them on the NALC "Members Only" web portal.

On Thursday, February 3 the NALC and the Postal Service agreed to further extend several Covid-related Memorandums of Understanding through Friday, April 8, 2022. This latest extension of the "Covid memos" is M-01972 in the NALC Materials Reference System (MRS). The extended MOUs as well as well an extension of a USPS directive on the liberal use of sick leave and changes of schedule can be found on the NALC website.