

# MEMO

To the Branch 2184 Leadership Council, Feb. 9, 2021



Walt McGregory  
Mark Judd  
Jackie McGregory  
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  
Karl Tamburro  
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  
Otis Barney  
Keith Benedict  
Tracy Mitchell  
Nakia Whitfield  
Katrina Jones  
Ananias Epps  
Ramon Robinson  
Tyler Haverstick  
Paul Bordine  
Mike Tredway  
Danita Smith

This Leadership Council Memo will begin as usual with an administrative update concerning Branch affairs. Despite the ongoing rollout of a COVID-19 vaccine, the virus continues to impact most aspects of life to a greater or lesser extent. **In Branch 2184, we will continue to conduct all meetings – steward meetings, executive board meetings, and regular monthly membership meetings via teleconference until further notice.** Additionally, the existing restrictions on membership access to the union office will continue until further notice. The Branch office will continue to be staffed on a daily basis, with some modifications to officer schedules to accommodate social distancing needs.

The next item is an important update about forthcoming Branch elections. On January 25, 2021, Branch President Walt McGregory sent a letter to NALC National President Fred Rolando concerning the Branch's postponement last year of nominations and elections in accordance with Fred's dispensation that he granted to all NALC Branches. The letter to Fred outlined a proposed process for safely and appropriately conducting our nominations and elections during the coming months and requested dispensation to do so.

By letter dated January 26, 2021, NALC President Rolando responded by determining that that Branch's request was "reasonable in light of continuing safety issues posed by the coronavirus pandemic," and he granted the requested dispensation. Thus, please be aware of the following tentative information:

**Branch 2184 President Walt McGregory has called for a special meeting per the provisions of Article III, section 2 of our Branch Bylaws. The specific and sole purpose of this meeting will be to conduct nominations for all Branch officers, station stewards, and convention delegates for the balance of the current (2021-2023) term of office. This meeting will take place outdoors in a large tent on Branch property (in the back) on Sunday afternoon, May 23, 2021 beginning at 2:00 p.m.**

Following the conclusion of this meeting, ALL existing procedures in our Branch Bylaws for conducting Branch elections for any contested positions will be utilized. Those nominated for any position(s) will be required to provide certification of their acceptance of nomination as well as their non-supervisory status for the previous 24 months.

An election committee to conduct the process will be appointed by Branch President McGregory and a mail ballot will be sent out to all members in good standing. The ballots will be opened and counted on a date and time that will be announced, and those elected will be installed on Wednesday, September 1, with the term of office to continue through December 2023. **Ample advance notice of the special meeting for conducting nominations as well as all Branch election-related information will be provided to all members.**

Significant delays in mail processing and receipt of contract ratification ballots have necessitated the extension of the deadline to return the ballots until Monday, March 1, 2021. At that time the election committee appointed by National President Fred Rolando will begin counting the ballots. If ratified, new contract will immediately become effective. Processing of retroactive pay for active as well as recently retired members will likely take at least a few months (or longer) following ratification.

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The Internal Revenue Service has announced the standard mileage rates for 2021 for those using personal vehicles to conduct business. The new rate for 2021 is 56 cents a mile, which is down 1.5 cents from the rate for 2020. As always, any mileage claimed for the use of your vehicle while on authorized Branch business must be appropriately documented.

After several years of on and off negotiations, the NALC and the Postal Service have reached a settlement on a National-level interpretive dispute involving the use of the locally negotiated holiday schedule "pecking order" for work such as parcel delivery on days that are the actual holidays, for example the recent Martin Luther King, Jr. holiday (January 18) and the forthcoming Presidents Day holiday (February 15). Hundreds of local grievances had been filed regarding this issue, including some here in Branch 2184.

The grievances have been held in abeyance pending resolution of the National level dispute. The settlement, which is M-01937 in the NALC Materials Reference System (MRS), upholds Branch 2184's interpretation of this matter. Stewards in any of our installations where a grievance on this subject had been held in abeyance should immediately settle the grievance with management by applying M-01937. If management is still unwilling to settle, immediately contact the Branch 2184 office for guidance.

Specifically, as long as eight hours or more of work is scheduled on the actual day of a holiday, the local Branch's normal order of selection (pecking) order for volunteers and non-volunteers is to be applied. In Branch 2184 this is especially significant because of Item #13 (Holiday Scheduling) in our Local Memorandum of Understanding. Our "pecking order" has PTF employees; fulltime volunteers who will be working on their holiday, selected by seniority; and fulltime volunteers who will be working on their non-scheduled day, selected by seniority **all listed prior to CCAs**. This was the issue in most of our grievances where management scheduled CCAs first, in contravention of our negotiated order of selection. Stewards, please monitor this carefully for the current holiday (Presidents Day) as well as all future holidays and make sure that our LMOU order of selection is applied to ALL work of eight hours or more on actual holidays.

An issue has resurfaced where a letter carrier in one of our stations was off work for a lengthy period of time and was not notified of vacant letter carrier assignments in their installation that had been posted for bid. Many letter carriers erroneously assume that management must automatically provide such notification. However, that is not the case. In all instances, the absent employee **MUST** notify management in writing of their request to receive copies of notifications inviting bids on posed assignments, per the specific language of Article 41, section 1.B.1 as well as our Branch 2184 Local Memorandum of Understanding, LMOU, Item #22, section 1(b). This notification must also provide a current mailing address.

National Business Agent Troy Clark's office has notified the Branch of a CCA overtime miscalculation issue that occurred with CCAs that worked on Friday, January 1. It appears that many CCAs across the United States that worked that day may have been overpaid. Because of this it is likely that at some point management could be issuing letters of demand to these employees for to recover the alleged overpayment. In Branch 2184, 12 CCAs have been identified as being potentially overpaid on this day. If any of these CCAs subsequently receive letters of demand, the Branch should handle this in the usual manner, including grievances per Article 28, section 4 of the Contract. If necessary, stewards should seek guidance from the Branch 2184 office.