



MEMO To The Branch 2184 Leadership Council, January 11, 2022

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 new calendar year begins with a continuation of many of the old year's challenges for Branch 2184 and its membership. From an administrative perspective, Branch operating procedures are mostly unchanged as we wait out the lingering impacts of the Covid pandemic and its resurgences. Our February meetings will be conducted telephonically; specifically, the general membership meeting on February 2, the Steward meeting on February 15, and the Executive Board meeting on February 28. Expect this to continue until further notice. Branch President Walt McGregory will provide updates as conditions warrant.

Stewards and formal Step A designees, a reminder that beginning with violations that occurred on or after January 1, 2022, grievance numbers and grievance logs for all stations should reflect the new calendar year. For example, the first contract violation/incident and subsequent grievance that occurred in Ypsilanti on or after January 1 in the new year should have the grievance number YPSI-22-01. If the Contract violation/incident occurred prior to January 1, last year's numbers should be used.

With the beginning of a new calendar year and also a new postal quarter, stewards are reminded that any grievances involving ODL equitability issues for the previous quarter must be initiated no later than Friday, January 14 in order to be considered timely. If you have not already done so, please carefully review the previous quarter's overtime hours and opportunities for your station and if necessary, address inequities through the grievance process.

With a new calendar year, other events at the Branch and National levels are also scheduled, in many cases tentatively because of ongoing Covid issues. Examples are the NALC Food Drive, our Branch picnic, the National Convention, the Labor Day March, and the annual Region 6 (K.I.M.) training in October. Please monitor additional information from the Branch and the NALC National office as it becomes available.

On Wednesday, December 15, the Branch received notice from the NALC National union that the Committee of Laws had approved the Branch 2184 Bylaws revisions passed by the membership at the December 1 membership meeting. These revisions are now in effect and the Branch Bylaws have been updated to reflect the changes.

NALC National President Fred Rolando has appointed David Mudd to the position of NALC Region 6 (K.I.M. Region) National Business Agent, replacing Troy Clark, who retired effective December 15. David was previously a Regional Administrative Assistant (RAA) for Region 6, and he is a member of Louisville, KY Branch 14. Branch 2184 fully expects to continue our long-established close working relationship with the National Business Agent's office under David's leadership. Of additional note, Fred Rolando also appointed Sandy Laemmel, the longtime president of our neighboring NALC Branch 1, as a National Trustee of the NALC. Sandy has been a dedicated NALC activist for decades and we congratulate her on a well-deserved appointment.

On Tuesday, December 21 the NALC and the Postal Service agreed to extend several Covid-related Memorandums of Understanding through Friday, February 11, 2022. This agreement is M-01969 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.

Also extended through February 11 are agreements that explain the Temporary additional paid leave for CCAs (M-01965), a sign-up process for those that did not place their names on an Overtime Desired List during the recently ended sign-up period (M-01963), and a temporary extension of time limits for appeals to Step B and to arbitration (M-01964).

The Memorandum of Understanding, re: Full-time Regular Opportunities – City Letter Carrier Craft (previously known as M-01876 and its predecessors) that is now part of the National Agreement establishes a ratio for taking transfers to fill residual vacancies, which is either 1 in 4 or 1 in 6, depending on the size of the installation. A frequently asked question about these established transfer/conversion ratios concerns when or at what point within them can management take a transfer instead of filling the vacancy with a converted PTF or CCA?

The short answer is first, last, or anytime within the applicable ratio for that installation. However, because of that flexibility for taking a transfer, **it is essential that our stewards in every installation in Branch 2184 carefully monitor and establish a list or other written method of tracking conversions and transfers in an ongoing manner.** This is especially important, even critical when steward positions are filled by newly elected or appointed Branch 2184 members. There **MUST** be continuity with this information on a month by month, year by year basis.

A question about FMLA (Family and Medical Leave Act) eligibility arose after management misinformed one of our members about it. Eligibility to use FMLA for absences due to qualifying reasons is established after an employee has attained one year of employment and has at least 1250 work hours during the preceding 12 months from when the FMLA coverage is requested. In this instance, a carrier with previously approved FMLA for a qualifying reason was incorrectly informed that because they had allegedly dropped below the 1250 work hour threshold while using FMLA, that they were no longer eligible for it.

It is not known whether the management misinformation in this instance was willful or a result of ignorance, but to be clear, once FMLA for a qualifying reason is approved, the employee can use up to 12 weeks of leave in a calendar year for absences related to that reason. It does not matter if he/she falls below the 1250-hour threshold while using FMLA leave. Of additional note, should be same employee subsequently need additional FMLA protection for a separate and unrelated matter, they must first re-attain the threshold of 1250 work hours in the previous 12 months. Finally, a note of clarification about “work hours.” ALL work hours, including overtime hours, count toward the 1250 work hour threshold. Leave hours (sick, annual, LWOP) do not.

Following the release of the January 2022 Consumer Price Index (CPI), which should occur around February 10, the amount of the next COLA increase for career city carriers will be known. What is known already is that it will be another substantial increase. The increase will become effective at the beginning of the second full pay period following the release of January CPI.