



# MEMO To The Branch 2184 Leadership Council, November 15, 2022

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Jackie McGregory  
Darryl Clay  
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Phil Ashford  
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Felicia Davis  
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Dave Reise  
Erik Venzke  
Joe Golonka  
Kris Shaw  
Mark Owen  
Scott Russell  
Karen Russell  
Tod Lilla  
Ryan Zyngier  
Bryon 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  
Keith Benedict  
Victor Siemiesz  
William Douglas  
Jeffrey Webb  
Nakia Whitfield  
Katrina Jones  
Ananias Epps  
Ramon Robinson  
Denise Viola  
Paul Bordine  
Mike Tredway  
Danita Hill

This month's Leadership Council Memo will begin as always with a Branch 2184 administrative update. Our last regular membership meeting in 2022 will take place on Wednesday, December 7 at 7:30 p.m. This meeting will be conducted online by use of WebEx, continuing the format in place due to ongoing Covid-related issues. To participate, call the Branch 2184 office at 313-295-1640 or contact EVP Jackie McGregory at [ravier7498@gmail.com](mailto: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.

There will be one steward meeting in December, on Tuesday December 13 at 7:00 p.m. This meeting will also be conducted via WebEx. Of note, Executive Vice President Jackie McGregory will be formulating the schedule of steward meetings in 2023, which will be distributed to all Branch officers and stewards after completion. After you receive it, please be sure to transfer this info to your personal calendars for 2023. Finally, because the Christmas holiday will be observed this year on Monday, December 26, our December executive board meeting will take place on Monday, December 19 at 7:30 p.m.

On Friday, October 28, the sites selected for the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) in the Michigan 1 District during spring 2023 were announced. In Branch 2184, this includes the following sites and zones: **Belleville 48111; Dearborn 48120, 48122, and 48126; Inkster 48141; Monroe 48161 and 48162; Taylor/Romulus 48180 and 48174; and Ypsilanti 48197 and 48198.** All of these sites were selected by USPS management, not by the NALC. **The Branch is in the process of developing a TIAREAP WebEx training presentation that will be offered to ALL active members, with an emphasis on the sites that have been selected during spring 2023. Dates and times will be announced.**

The election of NALC National officers has concluded, the votes counted, and current National Executive Vice-President Brian Renfro has been elected as the NALC's next National President, succeeding Fred Rolando who chose not to run for another term. Full election results can be found on the NALC National website and the NALC app.

A reminder to all stewards and contract enforcers that the USPS penalty overtime exclusion period this year will begin on Saturday, December 3 and will continue through Friday, December 30. An additional reminder that existing daily and weekly work hour limitations during this period are the same as during the rest of the year, **with the exception (ONLY) of those on the regular or work assignment overtime desired lists.** Additionally, for those on the work assignment list, this exception only applies to work on their own assignment. Finally, Article 8.5 of the Contract (assignment of overtime work) otherwise remains fully enforceable during the penalty overtime exclusion period.

The initial round of annual leave selections for 2023 begins on Thursday, December 1, 2022. Stewards should already have met with management in their stations for purposes formulating the annual leave boards for 2023, this per Article 10, section 4 of the National Agreement. ALL stewards and especially our newer stewards should carefully read and review Items #4 through #12 of our Branch 2184 Local Memorandum of Understanding (LMOU). Of pertinence with the formulation of our station leave boards is the following language from Item #4, section 1 and Item #9 of our LMOU:

- ***For purposes of vacation planning the maximum number of letter carriers to be excused from work per week during the Choice vacation period shall be 9% (non-choice period) and 13% (choice period) of the number of letter carriers earning annual leave, i.e., regulars, reserve regulars, unassigned regulars, full-time flexible and part-time flexible employees, from each installation's authorized complement or the number of letter carriers on each station's employment roster, whichever is greater, in effect on December 1 of each year covered by this agreement. The resultant number, if .5 or greater, shall be rounded up to the next whole number, with a minimum of one (1). The vacation chart will be made available for review by the carriers prior to making their selections.***

Stewards MUST ensure that the above language is applied without exception in every station. Do NOT under any circumstances allow management to unilaterally formulate the vacation boards. Disputes regarding any aspect of this process **should immediately** be brought to the attention of the Branch. Stewards and Branch officers that are active carriers and convention delegates and that are planning to attend the Michigan State Association (MISALC) Convention at the Motor City Casino in Detroit on Monday and Tuesday, May 1 and 2, 2023 are also reminded to notify management PRIOR to the beginning of leave selections on December 1.

Also pertaining to Branch 2184's local leave program, a question was recently asked about the application of the so-called "72-hour rule" for granting leave remaining (incidental leave) requests, this per Item 4, section 7.f and Item 12, section 2.f in our Local Memorandum of Understanding (LMOU). In this instance, a carrier submitted a 3971 requesting a day of annual leave that was not responded to by management for 9 days. However, at the time of the request the carrier had already depleted their annual leave balance for 2022 and as such could only request leave without pay (LWOP) in this situation. Granting LWOP in this situation is at management's discretion. Although management waited 9 days to respond to the initial request, which normally should have resulted in it being granted per the LMOU provisions listed above, the subject provisions are specifically and only applicable to incidental annual leave requests. Because the carrier had no annual leave to use, the LMOU language was not enforceable.

A postmaster in a Branch 2184-represented installation erroneously claimed that an employee that chose to have their retirement counseling done on the clock with a USPS Shared Services representative was limited to a half hour, and attempted to require the employee to do an extended lunch to cover additional time necessary for the appointment. However, USPS regulations – specifically the ELM 589.141 clearly provide that ALL time necessary for retirement counseling appointment is on the clock. **There is no existing time limitation, period.** USPS compliance with retirement counseling regulations was further reinforced and clarified in the Step 4 decision of M-01829, which can be found in the NALC Materials Reference System (MRS).

A question arose about 204-b status and Article 41 hold-downs (opts). A CCA, PTF, or unassigned regular with a hold-down (opt) can accept a temporary supervisor position (i.e., 204-b). However, the hold-down assignment MUST be reposted for the duration of the original vacancy, provided it is five days or more. A carrier who has accepted a 204-b detail only retains the right to the hold-down only until it is awarded to another carrier, and they cannot reclaim it upon returning to the craft.

Also keep in mind that a 204-b can neither opt on temporary vacancies nor bid on posted bid assignments while they are detailed. However, nothing precludes them from voluntarily terminating their 204-b assignment and returning to the craft in order to opt or bid. In all instances, the controlling document is PS Form 1723. Article 41.1.A.2 requires management to provide the Union at the local level with a copy of Form(s) 1723 showing the beginning and ending of all such details.

The Federal Employee Health Benefits Open Season for 2022 began on Monday, November 14 and will continue through Monday, December 12. During this time active and retired USPS and Federal employees can enroll in the plan of their choice, change plans, make changes within their current plan – or choose to do nothing and their current coverage will continue. The NALC's very own health plan continues to be an excellent and affordable option for all active and retired letter carriers and their families.