



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2019

**Branch 2184**  
**Western Wayne County, MI**  
**National Association**  
**of Letter Carriers**  
**AFL - CIO**  
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**Office Hours:**

9:00 a.m. - 5:00 p.m.  
Monday through Friday

**Calendar**

**Branch Meetings:**

July-August (no meeting)  
September 4th, 2019  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

July-August (no meeting)  
September 11th, 2019  
(12:30 p.m. - Union Hall)

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## President's Report MISALC Convention Highlights

The Michigan State Association of Letter Carriers 95th Biennial State Convention was held April 28 – 30 in Traverse City. Branch 2184 sent 31 delegates, who were all present and accounted for. The delegates attended all the required floor sessions and training that was offered by the state association.

Our guest speaker this year was NALC National Officer and Director of City Delivery Chris Jackson, who updated the delegates on the latest contractual issues as well as the postal related legislation facing city letter carriers. Assisting Brother Jackson in this was our own National Business Agent Troy Clark who gave an update on the Region and who took questions from the delegates in attendance.

### State Election Results

On behalf of the Branch I would like to congratulate our newly elected state officers and wish them all the best in their new term, especially our own two elected officers from Branch 2184. Long time state officer Cathy Tondreau who was reelected to another term as State Treasurer, and Branch EVP Walter McGregory who was elected Vice President of the state association. With Walter's election as state vice president he now becomes the highest-ranking state officer ever to serve from Branch 2184.

## Phil Ashford Michigan State Steward of the Year!

The Michigan State Association selected Phil Ashford to receive the Fred Herman award as Michigan's Steward of the year. Each year the state association selects a steward of the year for the state of Michigan. Our Branch now has the distinction of having five Fred Herman award winners since its inception some twenty years ago.

Every Branch President is asked to nominate a worthy recipient for the award. The Branch President must write a short essay explaining why their nominee is deserving of the award. The essay must explain the nominee's demonstrated knowledge of the contract, how he or she communicates with the members, how they set a good leadership example by protecting and promoting a positive image of the NALC through their

*(Continued on page 3)*

## Officers

President.....	Mark Judd
Executive Vice President .....	Walt Gregory
Vice President .....	Joe Golonka
Recording Secretary.....	Jacqueline Gregory
Financial Secretary Treas .....	Cathy Tondreau
Sergeant at Arms.....	Scott Watts
Health Benefits Rep.....	Jim Powell
Retirees Officer.....	Leonard Zawisa
Trustee.....	Michele Szafran
Trustee.....	Gloria Warthen
Trustee.....	Felicia Davis
Editor.....	Leonard Zawisa
Branch Scribe.....	Joe Golonka
Injury Compensation.....	Michele Szafran
Injury Compensation .....	Joe Golonka
Web Page Design .....	Jim Hales

## Stewards

Belleville.....	Bryon Hendricks
.....	Greg Bodziak (alt)
Dearborn (Main) .....	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
Dearborn (Annex) .....	Melvin MacDonald
.....	Jacqueline Gregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights.....	Denise Viola
Dundee.....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
.....	Gloria Warthen (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
.....	Robert Clark (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Joshua Nagy (alt)
Northville .....	Valerie Watkins
.....	Beth Bays (alt)
.....	Jennifer Rake (alt)
Plymouth.....	Tamara Bosman
.....	Diego Forshaw
.....	Kristie Nelson (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
.....	Keith Benedict
.....	Scott Horn (alt)
Temperance.....	313-295-1640
Trenton.....	Tracy Mitchell
Westland .....	Walter Gregory
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Ananias Epps (alt)
Canton.....	Ramon Robinson
.....	John Hite
.....	Lois Fritz (alt)
.....	Tyler Haverstick (alt)
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Smith (alt)
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)



**Branch 2184 Speaks** is published 6 times a year by Branch 2184, National Association of Letter Carriers.

The opinions expressed in this publication are not necessarily those of the editorial staff or the officers of the branch.

We invite all members to contribute articles for publication. Copy should be typed, double-spaced and signed by the contributor. The editorial staff reserves the right to edit, delete or reject the article for the good of the branch.

In the hope that material contained herein may be of benefit to the goals of the NALC, permission is hereby granted to copy or use material in this publication with our best wishes.

participation in NALC meetings and activities, and how they support and promote the Letter Carrier Political Fund and the NALC's legislative and political activities.

Phil is a long time Branch activist and was appointed as an alternate steward in 2013, he was elected steward in 2015. In 2018 he was appointed as my formal Step A designee in Inkster and continues in his role as their titled steward as well. As a Steward and Step A advocate Phil has effectively challenged management while consistently obtaining remedy for managements contractual violations.

Phil's service to the Branch does not stop with his contract enforcement duties. He is also very actively involved in the numerous other union activities and functions sponsored by the Branch. Phil is second to none when it comes to volunteering his time, whether it be for MDA events such as the Branch Picnic, Satchel Drive, Bowlathon, or Cannister Drive, or participating in the annual AFL-CIO Labor Day March. Whatever the event I know I can always count on Phil being there to help out. Phil has also helped to sign up and recruit LCPF contributors on behalf of the Branch. He is also a great proponent of the NALC's political and legislative agendas. Phil finds the time to attend every training function offered by the NALC and has attained a high level of knowledge for the betterment of the Branch and our members. He dutifully attends all membership and steward meetings and helps mentor our younger stewards and alternates. Phil is to be commended for setting a fine example for the members of our Branch. I was proud to nominate Phil for this prestigious award and we are even prouder that he was selected. On behalf of the Branch congratulations Phil!

-- *Mark Judd*  
*President*

## **EVP's Report**

### **Guarantee Time**

There have been recent reports from multiple offices within Branch 2184 where local management has instructed CCA carriers as well as career carriers, to utilize annual leave to end their tour(s) because of alleged lack of work. If you receive an in-

struction from management to use your annual leave to close out your tour on any given day, request to see your steward immediately to file a grievance.

Fulltime regulars are guaranteed eight hours of pay even if there is "insufficient work" available. PTF carriers are guaranteed four hours of pay in USPS installations of 200 work years or more, and two hours of pay in all other USPS installations, unless they are on an "Opt" or "Hold-Down." Then a PTF is guaranteed the duties and the hours of the assignment, up to eight hours a day. Work in excess of eight hours can be given to another carrier. If the assignment is completed by a PTF in less than eight hours, that becomes their guaranteed time for the day.

Depending on the size of your office, CCAs are guaranteed either two hours or four hours a day unless the CCA is on an "Opt" or "Hold-down". The same above provisions apply for a CCA as it relates to an assignment being completed in less than eight hours in a day. For example, if the CCA sets up and carries the opt in seven hours, then that is all that the CCA would be entitled to that day under the provisions of Article 41 in our contract. In summary, no carrier can be made to utilize their annual leave to close out their tour, up to their guaranteed time for any day.

### **CCA Uniform Bank**

As the weather has changed from spring to summer, please donate your gently used uniforms and summer gear to our uniform bank. Rain gear is really in demand this time of season.

You can bring your uniforms in to your office and give to your steward. He/she will make sure that your donation gets to the union hall and you will see your name in the next Branch 2184 Speaks.

For the CCAs that have shopped at the uniform bank in the past and you can no longer fit the uniforms, please donate those uniforms back to the uniform bank.

See you at the next branch union meeting September 4th, 2019. Enjoy your summer and be safe.

*In unionism,*

-- *Walt McGregory*  
*Executive Vice President*

# VP's Report

## You Do NOT Want To Go To "The Clinic!"

Letter Carriers that are injured on the job often will require medical evaluation and/or treatment for their injuries. When this occurs, letter carriers as well as all injured postal and federal employees always have the unfettered right to be medically evaluated and treated by a physician of the employee's own choosing, NOT one chosen by management. Despite this, for a number of reasons our injured members all too often end up being treated at a USPS Contract "clinic" instead of their own physician or an affiliated medical care facility. This decision can and it often does result in a number of adverse consequences for an injured letter carrier.

The prevalence of these so-called "urgent care" type clinics, which during recent years have seemingly sprouted on every other street corner, is a sad testament to the current sorry state of our profit-driven health care system in the United States. These "doctors of convenience" want a piece of the health care pie and they are only too happy to use the Postal Service and other employers as an open-ended piggy bank when treating employees with job-related injuries. It's all about the money and only about the money, and not the best interests of the injured employee.

Meanwhile, injured letter carriers are frequently subjected to indifferent and shoddy care, missed or improper medical diagnoses, wholly inadequate medical reports, and annoying billing issues, among other problems. Even straightforward letter carrier injury compensation claims have been derailed by sloppy and half-ass medical documentation provided by these clinics.

The insidious aspect of this situation is that the Postal Service knows very well that 1) the personal or family primary care physician of most letter carriers is usually not immediately available to evaluate and treat an on-the-job injury, and 2) that many letter carriers, especially younger letter carriers, do not even have a personal or primary care physician. Additionally, not all physicians are willing to accept and work with federal employee workers compensa-

tion claims.

Postal Service management takes full advantage of this, frequently directing injured employees to "the clinic" without advising the carrier of their right to be treated by a medical care provider of their choice. Management's failure to advise a letter carrier of their choice of physician when injured is a direct violation of the Federal Employees Compensation Act (FECA) as well as the Postal Service's own regulations. However, as we know all too well, willful violations of our Labor Contract, of USPS Handbooks and Manuals, and of applicable laws are all too often inconsequential to management's agenda.

## Making the System Work for YOU

So how can an injured letter carrier avoid the pitfalls of using "the clinic" for their medical care? As with most things of importance in life, advance planning is the key. Because of prolonged daily exposure to multiple hazards, letter carriers can and do incur job-related injuries at any time. Thus, it is essential that every letter carrier has a plan ready to implement should an injury occur. Of note, contrary to management's hypocritical and trite, slogan-ridden blather, letter carrier injuries are NOT "accidents" and many of them are in fact entirely unavoidable. It CAN happen to you.

If you do have a personal or family primary care physician, he/she is in all likelihood affiliated with a network of hospitals or reputable medical care clinics that are immediately available to evaluate and treat your injury with YOUR best interests in mind. Talk with them in advance to ensure that they accept federal employee injury compensation claims. If you do not have a personal or family primary care physician, do some networking with friends and family members to obtain recommendations of quality medical care providers. Again, this should be done BEFORE you sustain a job-related injury.

In summary, our nation's health care system is at the present time a profit-driven disaster, rigged entirely to line the pockets of insurance companies, pharmaceutical companies, and large health care conglomerates. Since it is clear in the near term that political cowardice and the corrupting influence of big money lobbying precludes a viable consumer-driven solution that guarantees equal access to quality health care for all, injured letter carriers must learn to play

the system as it is. This begins with ensuring that your injury is evaluated and cared for by medical care providers that are only working in your best interests. In short, you've got to have a plan. Make that plan NOW.

-- Joe Golonka  
Vice President

## Recording Secretary's Report

### HELP STAMP OUT HUNGER FOOD DRIVE 2019

We did it again! Another successful year for the 27th Annual NALC "Stamp out Hunger" food Drive. The efforts of Letter Carriers, friends and families on May 11, 2019 Branch 2184 collected a total of 301,861 pounds of food, that is an increase of 23,661 from our last year total of 278,200. See the last page for breakdown of each office. Our goal was to collect as much food this year as we could, and we did!

We would like to Thank every one of you for the hard work and dedication in making the NALC's food drive a great one. Whether you were out on a route helping to pick up food from the customer or helping sort out food at the local postal office. We Thank you!

-- *Jacqueline McGregory*

-- *Cathy Tondreau*

*Branch 2184 Food Drive Coordinators*

### WE MADE THE HONOR ROLL

Congratulations Branch 2184 for making the 2018 MDA Honor Roll. With your help we raised a total of \$12,082 which put Branch 2184 in category 3 and 3<sup>rd</sup> place for raising the most money with the size of our Branch Membership. Thank you all for your time and your donations to make all of the Branch's MDA events successful.

-- *Jacqueline McGregory*

*Recording Secretary*

## The Heat Is On

Heat-related illness is a very real hazard for all letter carriers, and many are affected by the symptoms of heat illness each year. There have been numerous instances of letters carriers throughout the United States becoming seriously ill because of delivering mail in summer heat and humidity, and tragically, some have died. Unfortunately, Postal Service management's half-hearted and even obstructive response to heat-related issues has been well documented. Although all letter carriers should have received some form of heat safety training, the numbers-driven zealotry of management at the local level typically results in a much different set of real-world priorities.

NALC National Director of Safety and Health Manny Peralta has written a series of excellent articles for the *Postal Record* which address the shoddy record of the USPS regarding heat-related issues and employee safety. The Occupational Health and Safety Administration (OSHA) has issued citations against the USPS in five cities, finding that they did not have in place an adequate heat prevention program to protect workers while delivering mail. The response of the Postal Service? Instead of proactively addressing the documented deficiencies, they hired a law firm in an effort to overturn the citations!

The physical exertion required with the delivery of mail, which typically coincides with the hottest part of the day can lead to debilitating symptoms such as dehydration or even more serious problems for those who do not properly prepare and compensate for the heat. Additionally, the absence of good ventilation as well as limited air circulation, especially in older postal vehicles also contributes to heat-related problems for letter carriers. Because of their design, most vehicles act as hot boxes that concentrate and intensify heat from the sun.

Since it is clear that Postal Service management is typically more concerned with "making the numbers" than with the actual health and safety of letter carriers, it is incumbent on letter carriers to do whatever is necessary to protect themselves from the potentially serious effects of warm season heat and

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The Heat Is On

humidity. **As with everything safety-related, knowledge, planning, and awareness are critically important. Consistently applying these into safe everyday hot weather work practices can make the difference between life and death.**

### Just the Hot Facts, Please

Warm air has the capacity to hold more moisture than cold air; hence the common expression "it's not the heat, it's the humidity." Humid air will significantly increase the discomfort and potential risk of heat illness because it decreases the ability of the skin to cool the body through the evaporation of perspiration. The chill that we sometimes feel when stepping out of a pool is caused by the evaporation of water on our skin. Water evaporates more rapidly into dry air; hence cooling is more pronounced. As moisture in the form of water vapor in the air increases, evaporation is inhibited and cooling becomes more difficult.

"Relative humidity" is merely a mathematically derived value that represents the amount of available moisture as a percentage of that which the air *at that temperature* can hold. The lower the relative humidity, the more that the air can be cooled before reaching its saturation point, also known as the dew-point. Because of its greater capacity to hold moisture, and with a temperature of 85 degrees Fahrenheit and 50% relative humidity has several times the actual moisture content of air with a temperature of 32 degrees and 100% relative humidity.

Letter carriers should be alert for the initial symptoms of heat-related illness and immediately take steps to prevent them from becoming more serious. This means taking a short break, sipping (not gulping) cool water, and getting into a cool place if possible. The most common heat-related illnesses that affect letter carriers are heat cramps and heat exhaustion. Heat cramps are muscle cramps that usually occur in the legs. They can usually be relieved by resting and by putting firm pressure on the cramping muscles, or by massaging them.

A more serious heat-related problem is heat exhaustion. This is a feeling of weakness that is accompanied by heavy sweating, nausea, and a weak pulse. The skin often feels cold and clammy. An-

other important indication of heat exhaustion is a feeling of disorientation. This is a sure sign that heat is adversely affecting your body, and you should immediately stop whatever you are doing outdoors and get inside in a cool place. You should only drink sips of water and not gulp down large quantities. If you feel severely nauseated or start to vomit, immediate medical care should be obtained.

The most serious heat-related illness is heat stroke. This is characterized by a very high body temperature, a pounding pulse rate, and usually not any sweating. Heat stroke is a life-threatening medical emergency that requires immediate emergency treatment. Of note, ANY heat-related illness that is directly caused by a letter carrier's work environment is also considered to be a job-related traumatic injury that should be reported on OWCP Form CA-1. Medical evidence to support a claim of job-related heat illness should specifically identify the exposures (the work-related factors) experienced by a letter carrier and include medical rationale that links these work factors to the resulting illness.

### A Proactive Approach

To help prevent dehydration and heat-related illness, a slow and consistent intake of water or other cool non-alcoholic beverages is critically important. Plain water is always best for hydrating the body. As a guide, a letter carrier or anyone working outside in hot weather should slowly drink several ounces of water every 15 to 30 minutes.

Dressing sensibly is for the most part obvious. Wear light and comfortable clothing that still complies with uniform regulations – admittedly that is not always easy to do. Be sure to protect your skin, especially your face, from too much exposure to the sun. A good sunscreen with an SPF of at least 30 is quite helpful for this purpose. Many letter carriers have developed skin cancer that is very likely related to long-term exposure to the sun while performing their delivery duties. Be aware that a cloudy summer day does not prevent the risk of sunburn, as ultraviolet radiation from the sun still reaches the earth.

Most of all, always all use common sense! If you feel the initial symptoms of heat-related illness while working, stop what you are doing, get into a cool location (or least a shaded one), sip some water, and then proceed with your work after the symptoms

subside. If you feel that you cannot continue, notify management and return to the post office, and then promptly seek medical evaluation and treatment. As soon as is practicable, also notify your NALC steward and/or the Branch 2184 office

As with all aspects of letter carrier safety, planning and awareness are critical for the prevention of heat-related illness. Summer in Michigan is a splendid season for outdoor activities. Don't let the power of the summer sun adversely affect your health and well-being while on the job or off the job.

Joe Golonka  
Vice-President

## **Denial or Developmental?** (that is the question)

I noticed that many injured carriers don't bother to ask for help with their worker's comp claim until their claim is denied; or so they think. But how do you know if your claim is denied or if what you received is a letter requesting additional information; a.k.a developmental letter?

First, read everything the Department of Labor (DOL) sends you. If you don't know what it is, contact us here at the hall. The first letter you will receive from the DOL will be a letter stating they are in receipt of your claim for a traumatic injury or occupational disease. This letter usually arrives within 14 days after your initial paperwork has been turned into local management. This letter is very important because it will have your claim number on it. If you don't receive something from the DOL within a few weeks, get your steward involved.

The next letter you will receive from the DOL is either an acceptance letter or a developmental letter. The acceptance letter is easy to identify because in the first sentence it states that your claim has been accepted for the following condition(s), and it will list the condition(s).

If it's not an acceptance; it will be a developmental letter. This is not a denial! A developmental letter is sent out because the information that was received was insufficient to support your claim for injury. All they are asking is for you to send in the requested information in order to successfully develop your claim. This letter usually arrives about a

month or so after the first one. The letter will state that you are a letter carrier and that you sustained an injury followed by what has been received by the DOL in support of your claim. It will list the 5 basic elements needed in order for a claim to be accepted. The letter will inform you that the documentation received to date has been insufficient to support your claim and will list the reason(s) why. If you keep reading, it will tell you that you have 30 days to respond. That 30 day deadline, starts from the date on the letter; not the date you received it.

After you respond to the developmental letter you will then receive a decision letter. This will usually come within 30 days after you send in what was requested and will state "Notice of Decision" on the letter. If they received the necessary documentation to support your claim, the claim will be accepted. If not; it will be denied. If your claim is denied, you have appeal rights. I strongly suggest you get in touch with me or Joe so that we can read what the DOL needs in order for your claim to be approved.

Remember, the DOL is the 'keeper of the claim', not the Postal Service. All additional documents need to go directly to the DOL.

If you have any question or are unsure of what type of letter you received, please contact the hall.

— Michele Szafran  
*Injury Compensation Specialist*

## **KEEP YOUR INFORMATION UP TO DATE**

A reminder to everyone to keep the Branch informed of changes of your information such as address, phone numbers, beneficiaries for the branch Death and Retirement Fund and name changes. You should also be sure to keep your information current with the USPS.

The Branch does not receive notices from the Postal Service of changes you make with them and vice versa; however, on your behalf, the Branch will notify NALC Headquarters of any significant changes in your information.

We need to hear from you.

**Call 313-295-1640**

-- Jacqueline McGregory  
*Recording Secretary*

## September 2nd 2019 Labor Day



### Holiday

### Attend Your Branch Meetings

No Meetings in July and August

#### Branch Meetings

Next meeting September 4th, 2019  
7:30 pm @ Union Hall

#### Retirees Meetings

Next meeting September 11th, 2019  
12:30 pm @ Union Hall

## Designation of beneficiary forms available

If you want to ensure your beneficiary designation(s) for FEGLI, TSP or retirement death benefits are current because your spouse died, your beneficiary's address changed or for any other reason or combination of reasons, mail a new Designation of Beneficiary form to the appropriate address provided on each form. The OPM recommends simply updating your beneficiary designation(s), rather than requesting a copy from your file.

The following forms can be found on OPM Website: <https://www.opm.gov/forms>. Most are Fillable PDF Files.

- **SF 2823 Beneficiary, FEGLI Group Life insurance**
- **SF 2808 Beneficiary, CSRS**
- **SF 3102 Beneficiary, FERS**
- **TSP-3 Thrift Savings Plan Designation of Beneficiary**



# Brookfield® Uniforms

Serving the Postal Industry for Over 40 Years

### Support the Company that Supports Letter Carriers

- Brookfield replaces uniforms lost due to fire and natural disasters!
- Brookfield, along with State and Local NALC Branches, has raised over \$500,000 for the Letter Carrier Political Fund.
- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

### Contact Your Brookfield Representative!

**Denise Kreager**

Retired Letter Carrier

4953 Sycamore Newport, MI 48166

313-478-5910 (voice)



# Branch 2184 2019 Scholarship Application

## Qualifications:

1. Must be a dependent child of a Branch 2184 member in good standing (active or retired) or a child of a member now deceased.
2. Applicant's parent must be a member in good standing of Branch 2184 for at least one (1) year prior to making application, with the exception of children of members now deceased who were previously members in good standing of Branch 2184 at the time of their death.
3. Must be a high school senior, high school graduate, GED recipient, or attending college or technical school (undergraduate) at the time of submitting the application, and attending an eligible school in the fall. \*\*
4. Only one application per child per year. Only one scholarship per family will be awarded each year.
5. Student must have maintained a 2.0 grade point average or above. A copy of grade transcript or equivalent must accompany application for scholarship.
6. If the NALC parent of a successful applicant is suspended by the Branch or makes an application for a supervisory position before monies are paid, the scholarship will be cancelled. Children of members who have applied for a supervisory position are excluded from making application for two (2) years following withdrawal of the supervisory application.
7. Students with full scholarships are not eligible.
8. Eligible schools: accredited and licensed colleges, trade schools, community colleges and schools of higher education only. The institution's eligibility shall be determined by the scholarship committee.
9. All decisions of the scholarship committee will be final.

**\*\* TO BE ELIGIBLE TO APPLY FOR THIS SCHOLARSHIP YOU MUST BE ENROLLED IN OR ENTERING AN ELIGIBLE SCHOOL FULL OR PART-TIME IN THE FALL OF 2019.**

## Awards:

1. The scholarship committee shall award the scholarships by random drawing of all eligible applicants.
2. Scholarships will be on a yearly basis and will be awarded at the October monthly meeting.
3. Scholarships will be awarded in allotments of \$500.00. Four (4) scholarships of \$500.00 shall be allocated.
4. Four (4) alternates will be selected in the event that any scholarship winners are later ruled ineligible. The alternates' names will not be disclosed.
5. The scholarship will be disbursed to the student when a copy of a receipt for tuition, room and board, or books is provided to the committee. The student must be full-time or part-time as established by their school or college.

Member's Name:		Member's Phone Number:	
Member's Station:			
Applicant's Name and (Date of Birth):		Name of School:	
Address:		Address:	
Signature of Member:		Date:	
Signature of Applicant:		Date:	
Signature of Steward or Officer:		Date:	

**THIS APPLICATION  
MUST BE MAILED TO  
THE FOLLOWING  
ADDRESS:**

SCHOLARSHIP COMMITTEE  
BRANCH 2184, NALC  
6969 Monroe  
Taylor, MI 48180-1815

**Applications  
Must be Received by  
SEPTEMBER 30, 2019**

## National Association of Letter Carriers - Region 6 National Business Agent May-June 2019 Report

### Brothers and Sisters,

The definition of insanity is doing the same thing over and over again and expecting a different result. Have you heard this saying before? I wonder if this is the Postal Service. They have taken an old concept from 2011, resurrected it, renamed it, and will be testing this concept again this year. The one in 2011 was called "Caser/Streeter" - its new name, "Consolidated Casing". Those of you familiar with the Caser/Streeter will remember the chaos and utter failure that happened. In most of the test sites management chose the carriers that would case assignments and those that would stay on the street almost their entire day. Multiple contractual violations were made by management and the union grieved those violations accordingly. Will this happen again? We'll see. A national interpretive grievance has been filed.

The NALC have had many questions for management regarding this new test; however, most have remained unanswered. Yet, management has planned on moving forward with this test this month in Annandale, VA with phases two and three rolling out in June and August, respectively. Our office held a teleconference with those branches that are identified as a part of this test. Offices identified at this point are: Louisville Iroquois, Louisville Martin Luther King, New Albany, Evansville River City, Detroit Fenkell, Detroit Strathmoor, Lincoln Park, Madison Heights Carrier Annex, Gary, Fort Wayne Diplomat, Marion IN, Terre Haute Main, Grand Rapids Wyoming, Benton Harbor, and Lansing SW Carrier Annex. We will continue updating the branches with any information we receive. I strongly urge all members of those offices identified above to stay connected with your branch by attending all branch meeting for updates.

Make no mistake, this is not a joint process; however, rest assured, the union will be at each of the test sites in order to protect our contractual interests.

### Food Drive

By the time many of you read this article the 27<sup>th</sup> Annual NALC Food Drive will be in the books. Although the results will not be in until June or later, last year letter carriers from around the country brought in more than 71 million pounds of food into local food banks at a very pivotal time of year. I want to thank all who volunteered for this most worthy cause. I would especially like to thank Region 6s Food Drive Coordinator Jim Hunter from branch 3126, Royal Oak, MI. Like all of you, I'm proud to be a letter carrier and a community servant!

### MDA

This is also the time of year were NALC branches sponsor golf scrambles in order to generate money for our national charity, the Muscular Dystrophy Association. Since 1952, millions of dollars have been contributed by members of the NALC to the fight against this nondiscriminatory disease. Great breakthroughs have been made and it seems that momentum continues to build towards its defeat. However, we still have a way to go. Therefore, please join your fellow brothers and sisters in their continued support of all branch events to help the fight against this horrible disease.

### LCPF

Have you contributed to the Letter Carrier Political Fund yet? As most of you know, our goal for Region 6 is to get to 20% of our members to contribute by June of 2020 - "20 in 2020". We are over half way there! All funds raised will only support those that support the NALC platform. So, if you care to keep our constitutional institution, the Postal Service, and your negotiating organization, the National Association of Letter Carriers, viable entities, please start contributing today. Contact our office to find out how easy it is to get started.

### Additions to our Regional Family

It is with great pleasure I am able to introduce

three new advocates working with us for everyone in our region. They are:

**Anita Lewallen.** Anita is a Regional Administrative Assistant (RAA) from Region 4; however, her new duties will be the Regional Workman's Compensation Assistant (RWCA) replacing Ron Adams who retired this past December. You will see that Anita is a smart, hardworking advocate for letter carriers. If any member gets injured on the job, please have them or a branch officer contact our office for any assistance. The paper work and lingo can be daunting for those not used to working with the Office of Worker's Compensation Program - we're here to help!

**Anna Mudd.** Most of the region is already familiar with Anna who comes from Branch 14 in Louisville, KY. Anna served as the Vice President of the branch and the Vice President of the Kentucky State Association prior to being assigned as Region 6s Legislative and Political Organizer (LPO) by Fred Rolando. Due to territory realignment of the LPOs, Brent Fjerestad, our former Region 6 LPO, was moved further west and picked up region 10 for the NALC. Brent worked tirelessly for our legislative goals and will be missed; however, I'm sure Anna will pick up the good work that Brent has started for us here in Region 6.

**Mike Brim.** Mike is from Columbus, Ohio branch and will be domiciled in Region I Is office but will work with us as well in his new role as the Regional Grievance Assistant (RGA). Mike will be tasked with helping our Region represent letter carriers through the grievance procedure. However, being a newly created NALC position, his duties are still being formulated. Trust me, there is plenty of work our Region will be sending Mike's way for help. If anyone needs to contact any of your Regional officers, give our office a call.

Please help us welcome the new members of your Regional team. Our office looks forward to working with them!

-- *Troy Clark*  
National Business Agent  
Kentucky – Indiana – Michigan (KIM)

## Branch Uniform Bank Now Open!

As our new CCA Brothers and Sisters join us as new members, Branch 2184 is asking our retired and active carriers to donate new or used uniforms that they no longer need. If you would like to donate please bring them to the Branch office or give them to your Steward to drop off.

Thank you to **Teresa Wisniewski** (Lincoln Park Retired), **Cheryl Randles** (Westland Retired), **Jerome Chwalek** (Westland Retired), **Dusty Dalton** (Dearborn Annex Retired), **Greg Walker** (Canton), for their donations.

CCAs please call prior to coming in so that we can make sure someone is available to assist you.

Lets make our new members feel welcome.

For more information call



## GIMME 5

## The Weingarten Declaration

“If the discussion I am being asked to enter could in any way lead to my discipline or termination or impact my personal working conditions, I ask that a union steward, representative or officer be present. Unless I have representation I respectfully choose not to participate in this discussion.”

Keep in mind if you do not **REQUEST UNION REPRESENTATION**, then you are considered to have waived this valuable right.

**Remember the magic words --  
“I WANT TO SEE MY STEWARD”**

## Contract Corner:

**Q: I lost my Employee ID Badge and my postmaster said that I had to give them \$15 before I could get a replacement badge. Is that the correct procedure?**

**A:** No, that is NOT the correct procedure. Although management, per the provisions of the Administrative support Manual (ASM) section 277.72 can charge an employee up to \$15 to replace a lost or stolen employee ID badge, it is very much improper to require any employee to immediately pay this money to a local management representative as a condition of receiving a replacement badge. Such a practice amounts to an unethical "shakedown" of the employee and it is also directly contrary to the contractually established procedures for collecting employee debts.

Article 28 of our Collective Bargaining Agreement states that "In advance of any money demand upon an employee for any reason, the employee must be informed in writing and the demand must include the reasons therefor." As such, the proper procedure for collecting ANY employee debt is a formal Letter of Demand, which itself is subject to the grievance procedure, per Article 28, section 4. Additionally, Article 41, section 3.E. of our Contract states that "When the Employer requires use of certain supply items for the proper performance of a carrier's functions, such items will be supplied by the employer. Employee ID badges are clearly necessary for the proper performance of a carrier's functions.

Thus, if an employee loses an ID badge, he/she should promptly notify management, who in turn should promptly issue a replacement badge. After issuing the replacement badge, management can then choose to issue a Letter of Demand to the employee for up to \$15 for the cost of the replacement badge. However, under NO circumstances should an employee ever be providing cash or checks directly to management in response to an alleged debt without first having been provided with a Letter of Demand as required by Article 28 of the Contract.

Finally, although management can charge an employee up to \$15 through the issuance of a Letter of Demand to replace a lost or stolen employee ID

badge, an employee should never be charged to replace a worn or malfunctioning badge. Any attempt to do so should be challenged with a grievance.

**Q: I signed the Overtime Desired List but management keeps giving my overtime to CCAs. Can they do that?**

**A:** In nearly all situations the answer is "yes," management can choose to first assign this work to a CCA instead of utilizing a letter carrier on the Overtime Desired List. Signing the Regular or the Work Assignment Overtime Desired List notifies management of a career letter carrier's desire to work overtime when management has determined that such work will be performed in an overtime status by a career USPS employee. However, management has the right to assign any letter carrier work to CCA, up to 11.5 work hours a day (12 hours with lunch), seven days a week, prior to assigning this work as overtime to a career USPS letter carrier. **Always keep in mind that it is not "your" overtime to begin with. No USPS employee has any particular entitlement to overtime work.**

When management chooses to assign work as overtime to a career USPS employee, they must do so in a manner that is consistent with the work rules negotiated in Article 8 of our Collective Bargaining Agreement. Management's inability or unwillingness to properly assign overtime work is historically the genesis of more grievances than any other subject. However, it remains management's initial determination whether work will even be assigned as overtime to a career employee.

Also keep in mind that management also has other options instead of assigning work as overtime to a career letter carrier. This includes (but is not limited to) the curtailment of mail, utilizing light and/or limited duty carriers within their medical restrictions, and where legitimate "undertime" exists, assigning additional work to career letter carriers, up to eight total hours of daily work. In summary, management has several potential options for the assignment of work, including the use of CCAs, prior to assigning this work to a carrier on the Overtime Desired List. If you feel that your contractual rights have been violated in this regard, ask to meet with your steward, who will investigate the facts and circumstances of the situation.

**Q: Management told me that I had to take one of my ten-minute breaks in the morning and one during the afternoon. Is that correct?**

**A:** No, you were misinformed. The two paid letter carrier breaks are covered by the provisions of the M-39 Handbook (Management of Delivery Services) section 242.341. The ten-minute breaks in their present form were first negotiated with the USPS in the 1978-1981 Contract cycle and they were subsequently incorporated into the USPS work rules that appear in the M-39 Handbook. Although the local union can choose to have one of the breaks scheduled in the office during the morning, Branch 2184 has always chosen to have both breaks taken during the street time portion of letter carrier assignments. This maximizes the available break time during the physically demanding portion of the letter carrier workday.

Letter carriers have the option to take both of their street breaks in the morning or both in the afternoon, or one of each, subject only to the following conditions: The breaks cannot be combined with each other and they cannot be combined with the 30-minute lunch period. However, unlike lunch, the 10-minute breaks are paid time that is incorporated into letter carrier route schedules. Breaks can also be taken on the line of travel directly to or from the post office. **Important: the 10-minute breaks are in addition to and entirely separate from comfort stops such as restroom breaks and other personal service needs.** The intent of the breaks is to have an actual break from working, not using this time for other matters such as restroom breaks that should be separately incorporated into a letter carrier's daily street time.

M-39 Handbook provisions state that the approximate locations (but not the times) of the street breaks should be listed on PS Form 1564-A, Delivery Instructions, which is normally found in the route book for each assignment. During recent years the information on forms 1564-A in some of our Branch 2184-represented stations has become quite outdated because of route adjustments and letter carriers bidding onto other assignments. Updating route book information has apparently not been a priority with postal management for many years. With this in mind, remember that it is the regular carrier **current-**

**ly assigned to a route** that solely determines his or her approximate break locations. Likewise, the T-6 carrier for that assignment separately determines his or her approximate break locations.



Michigan State Association President Carl Blassingame Jr., Fred Herman award winner Phil Ashford and Branch 2184 President Mark Judd.

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## Branch 2184 Web Site

### [www.nalc2184.org](http://www.nalc2184.org)

Retirement Information  
 CSRS & FERS Annuity Payments  
 Branch Calendar  
 "FMLA" forms  
 OWCP Information  
 Carrier Pay Chart  
 Online Forms 3971, 3996, 3189  
 CCA Information  
 2184 Memo of Understanding  
 National Agreement  
 Grievance Forms  
 Grievance Guidelines  
 Grievance Issue Statements  
 Defenses to Discipline  
 JCAM, MRS, M-39, M-41

# Letter Carrier Political Fund Contributors

## Belleville

- ✓ Orlando Allen
- ✓ Gregory Bodziak
- ✓ Bryon Hendricks
- ✓ Lynn Taylor (R)
- ✓ Cindy Trzeciak (R)

## Dearborn Main

- ✓ James Bryant
- ✓ Darryl Clay
- ✓ Symone Coleman
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Hussein Ghoteimi
- ✓ Yvonne Jackson
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey (R)
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Khadijah Hawkins
- ✓ Mark Judd (R)
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick Lelental (R)
- ✓ Melvin MacDonald
- ✓ Carol Macieczni (R)
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Brian Robinson
- ✓ Brian Rodden (R)
- ✓ Hussein Salmassi
- ✓ Darren Smith
- ✓ Jerry Taylor
- ✓ Cathy Tondreau (R)

- ✓ Shantina Turner
- ✓ Joseph Vitie (R)
- ✓ Anthony Whitley
- ✓ Steven White
- ✓ Larorn Williams

## Dearborn Heights

- Roger Corpolongo (R)
- ✓ Jerry Holowka (R)
- James Powell (R)
- Mohamed Salmassi
- ✓ Pamela Sellers
- Jason Sellier
- ✓ Alan Swintek (R)
- ✓ Christopher Tostige
- ✓ Denise Viola
- ✓ James Wolstencroft

## Dundee

- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian
- ✓ Larysa Larson

## Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Mary Renaud (R)
- ✓ Gloria Warthen

## Inkster

- Phil Ashford
- ✓ Ibrahim Ashaif
- ✓ Robert Clark
- ✓ Thad Dillard (R)
- ✓ Carl Gibbs
- ✓ Scherrie Lacey
- Diana Taylor
- ✓ Tyke Reid

## Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald
- ✓ Paula Hall

- ✓ Ronald Hausch (R)
- ✓ Nicholas Longo
- Patricia Manning (R)
- Timothy Manning (R)
- William Mason (R)
- ✓ Nicole Pace
- ✓ Karen Purvis
- ✓ David Reise
- ✓ Barbara Scaggs (R)
- ✓ Scott Watts

## Monroe

- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
- ✓ Joshua Nagy
- ✓ Erik Venzke

## Northville

- ✓ Elizabeth Bays
- ✓ Janet Klein (R)
- Sara Need
- ✓ Jennifer Rake
- Mark Miller
- ✓ Janice Mitchum
- Loianne Vester
- ✓ Valerie Watkins

## Plymouth

- ✓ Tamara Bosman
- ✓ Mary Farrari (R)
- ✓ Diego Forshaw
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce (R)
- ✓ Kristie Nelson

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- ✓ John Andras
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- ✓ Patricia Davis (R)
- ✓ Craig Finney
- ✓ Dawn Gable

- ✓ Roger Gilliam
- ✓ Alexander Heatherly
- ✓ Scott Horn
- ✓ Ryan Judd
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- ✓ Karen Lee
- Frances McGuchin (R)
- ✓ Ray Michaux
- ✓ Walter Modelski (R)
- ✓ Timothy Murray
- ✓ Alyssa Nieves
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- ✓ Anjeanette Parks
- ✓ Joseph Rodriguez
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)

- ✓ Suzanne Stevens (R)
- ✓ Elizabeth Truskowski
- ✓ Michele Szafran
- ✓ Jeanie Youtsey

## Temperance

- ✓ Kari McLachlin

## Trenton

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- ✓ Dwayne Conley
- ✓ Gwen Heffinger (R)
- ✓ Tracy Mitchell
- ✓ Casey Pennington

## Westland

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- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Ananias Epps
- ✓ Albert Gilliespie
- ✓ Cynthia Harris
- Katrina Jones
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ David Rumley

# Fund Contributors

- ✓ Edward Sikora (R)
- ✓ Vina Stacy
- ✓ Aaron Toth
- ✓ Nakia Whitfield

## Canton

- ✓ Joe Golonka (R)
- ✓ John Hite
- John Meleski (R)
- ✓ Tamekia Poindexter
- ✓ Bonnie Price (R)
- ✓ Tyler Haverstick
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## Ypsilanti

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- ✓ Nancy Cadorin
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- ✓ Stevi Hall
- ✓ Giovanna Jordan
- ✓ Patricia Neeley
- ✓ Mark Obermiller
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- ✓ Dave Rowland
- ✓ Danita Smith
- ✓ Gregory Snead
- ✓ Paul Strauss
- ✓ Michael Tredway
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- ✓ Check mark indicates you are signed up for automatic contributions.
- R - Indicates retired members.

### LCPF Disclaimer

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# Branch 2184 - 2019 Food Drive Results

Office	2018	2019	Office	2018	2019
Belleville	8,800	10,214	Northville	30,100	32,150
Dearborn Main	5,600	9,447	Plymouth	13,750	18,077
Dearborn Annex	17,881	22,619	Rockwood	3,163	3,258
Dearborn Heights	18,000	23,000	Taylor	23,000	27,000
Dundee	2,546	2,680	Temperance	4,600	4,706
Flat Rock	4,480	6,350	Trenton	8,725	9,725
Grosse Ile	2,200	2,309	Canton	30,500	21,318
Inkster	4,134	4,600	Westland-Wayne	32,391	31,684
Lincoln Park	17,575	10,500	Ypsilanti	26,040	33,724
Monroe	24,715	28,500	<b>Grand Total</b>	<b>278,200</b>	<b>301,861</b>



BRANCH 2184 • WESTERN WAYNE COUNTY, MI  
 NATIONAL ASSOCIATION OF LETTER CARRIERS • AFL-CIO  
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