



## Memo

**To: All Branch 2184 Stewards**

**From: Mark Judd, Walt McGregory, and Joe Golonka**

**Date: 11-09-2020**

**Re: Additional Information regarding the 2021 Annual Leave Selection Process**

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Please be sure to carefully read the information in the 11-09-2020 Leadership Council Memo as well as in the separate memo pertaining to the 2021 annual leave selection process that begins in all Branch 2184 represented USPS installations on **Tuesday, December 1**. The following is additional information regarding that process.

**First, if you have not already done so, please get with the installation head for your stations as soon as possible in order to get the new leave boards formulated. This is essential – this is NOT a unilateral process and the union's participation is required.**

Second, when you do so, be sure to consider and apply the following:

The Michigan State Association of Letter Carriers (MISALC) has cancelled the State Convention that had been scheduled for May 24 and 25, 2021. Thus, at this time there are no scheduled conventions next year.

In our two multi-station installations (Dearborn and Westland/Canton), remember that the percentages and the resulting number of vacation slots are first formulated and applied to the entire installation for both the choice and the non-choice periods. After this is done, the resulting number of total slots available each week is then divided among the stations in that installation, using the number of carriers working in each station as a basis for determining how many of the slots each week go to the respective stations.

Finally, and this **IMPORTANT**: Although they have a separate vacation board, CCAs **ARE** included in determining the number of vacation slots available each week. Additionally, because of chronic understaffing that exists in many of our installations, stewards **MUST** be sure that the negotiated language from Item #4 and from Item #9 of our Branch 2184 Local Memorandum of Understanding is applied. This means that the negotiated percentages for both the choice and the non-choice vacation periods are applied to **the number of carriers earning annual leave (which includes CCAs) from each installation's authorized complement OR the number the number of carriers on each station's employment roster, whichever is greater, in effect on December 1 of each year.**

Because of understaffing issues, is likely that the number of carriers on many (if not most) of the employment rosters in Branch 2184-represented installations is currently less than the authorized complement. **If this is the case, then the negotiated percentages MUST be applied to the authorized complement, NOT to the number of carriers on the employment roster.** If management in your office has a different idea, please contact the Branch 2184 office immediately so that this issue can be timely addressed.

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