

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 2008

President's Report

Mark Your Calendars!

Food Drive The 16th Annual NALC Food Drive will be held on Saturday May 10, 2008. The NALC food drive is the largest one-day collection of food in the nation. Last year our Branch collected over 290,000 pounds! One year ago we thought the economy could not get any worse; locally the auto companies and the part manufacturers closed operations and downsized. Now it is happening across the country. Once again this year the local neighborhoods that we deliver mail to will need our help. The economic pain families are facing has increased not just locally but nationwide as the economy faces another downturn. Families with once safe middle class jobs now find themselves economically dislocated as the job market dries up. Those who borrowed against their homes to help pay the bills now are at the mercy of the adjustable rates that not too long ago looked affordable. The need for our help is greater than ever this year. We must all redouble our efforts so that we can make this year's food drive our best ever.

Shuffle Up and Deal! This year we will be hosting a no limit Texas Hold'em Tournament for MDA Sunday May 18th, here at the Branch Hall. In cooperation with our national charity we will be donating half of the money raised to MDA, with the other half going to the prize payouts. Our contact at the Muscular Dystrophy Association is pulling the necessary State of Michigan licenses to make sure the event meets all the legal requirements; now all we need is you! We have 70 seats available and the cost is \$30 for the buy in. We are scheduled to start at 4:00 PM, so why not join us and see if we can make this a fund raising success for MDA. For those of you who would just like to stop by and watch the action we will be offering a steak dinner with refreshments for \$20; with the proceeds going to MDA. We are also looking for some volunteers to

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Branch 2184

National Association
of Letter Carriers

AFL - CIO

6969 Monroe

Taylor, MI 48180-1815

(313) 295-1640

Fax: (313) 295-4134

E-Mail :

NALC2184@sbcglobal.net

Web Site www.nalc2184.org

Office Hours:

9:00 a.m. - 5:00 p.m.

Monday through Friday

Calendar

Branch Meetings:

May 7, 2008

June 4, 2008

7:30 p.m. - Union Hall

Retirees Meetings:

May 14, 2008

June 11, 2008

12:30 p.m. - Union Hall

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Officers

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Sergeant at Arms	Walt McGregory
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Trustee	Patricia Linna
Trustee	Gloria Warthen
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Branch Scribe	Joe Golonka
Web Site Design	Jim Hales
Injury Compensation	Joe Golonka

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.....	Ed Williams
Dearborn Annex.....	Melvin MacDonald
.....	Roderick Leental
.....	Darrin Mifsud (alt)
.....	Tom Klecha (alt)
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.....	Greg Silvestri (alt)
.....	Ian Mair (Alt)
Flat Rock.....	Gloria Warthen
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Inkster	Bryon Hendricks
Lincoln Park.....	Dave Reise
Monroe.....	Eric Venzke
.....	Chris Carmon
.....	Chad Zion (alt)
Northville	313-295-1640
Plymouth.....	Don Oziemski
.....	Bob Venning (alt)
.....	Heather Smallwood (alt)
.....	Ricky Rosales (alt)
.....	Patricia Linna (alt)
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Taylor.....	Carol Clark
.....	Andrea Smith
.....	Bob Parisi
Temperance.....	Kari Guthrie
Trenton.....	Casey Pennington
.....	Gwen Heffinger
Wayne	Walter McGregory
Westland	Ted Gagnon
.....	Joan Hicks
.....	Raymond Tobin
Canton.....	Dianne Daley
.....	Lois Fritz
.....	Kathy Hayes (alt)
Ypsilanti.....	Alan Grajczyk
.....	Rick Rider
.....	Jim Riddle (alt)
.....	Scott Hurd (alt)



Branch 2184 Speaks is published 6 to 10 times a year by Branch 2184, National Association of Letter Carriers, AFL-CIO.

The opinions expressed in this publication, March/April 2008, 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.



Address Correction Requested

When you move, change your name, leave the letter carrier craft, retire, or your phone number changes, we need to hear from you. Your member benefits, newsletter and other mailings may be affected if we don't have the new information. It only takes a phone call or drop us a note. We will do the rest.

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EVP's Report

To Pivot or Not to Pivot?

One of the top issues that face letter carriers everyday is what constitutes a pivot and when should you have to pivot? With declining volumes and tricky management trying to hide every unit of office time and street time, letter carriers had better know what their duties are. The best place to start is the Handbook M-41 (City Delivery Carriers Duties and Responsibilities). This handbook should be located at every letter carrier's case in the route books. If not ask your supervisor where one can be located.

First, the definition of a pivot is in the Postal Operations Manual (POM) section 646 reads as follows:

646.1 Pivoting Definition

Pivoting is a method of utilizing the undertime of one or several carriers to perform duties on a temporary vacant route or to cover absences.

Non-preferential mail may be curtailed within delivery time standards on the vacant route and/or on the route of the carriers being pivoted.

The determining factor to use a pivot is as follows:

646.2 Pivoting Usage

Pivoting is not limited to periods when mail volume is light and when absences are high, but also can be utilized throughout the year for maintaining balanced carrier workloads.

There are various arbitrations that rule both ways on this issue. Some are in favor of the union; others are in favor of management. The pivot usage should be seen on a fact/circumstance case. What this means is that circumstances may warrant a pivot where other circumstances do not warrant a pivot. If management has unanticipated circumstances such as a high number of sick calls and can't cover all the deliveries that day, then a pivot

would be in order. If the pivoting of routes is used as a daily plan conceived to eliminate overtime then this is not the purpose of the provisions above.

DOIS cannot be the sole criteria to determine a letter carrier's workload that day. This is what management relies upon when they tell you that you're undertime. This is when your M-41 comes in handy. This handbook explains what city carriers' duties and responsibilities are. First, if you feel that after your last dispatch that you will not be able to make it out in time to make your pivot, inform your supervisor of this. If the supervisor tells you to curtail mail to make your pivot, ask why and fill out a P.S. Form 1571. Then write on the P.S. Form 1571 in the box mark reasons for non-delivery, what the supervisor told you to curtail, and ask for a completed copy of the form for your records. This is proof that could be used in a grievance for unwarranted pivoting.

Handbook M-41 states in part:

131.44 Report on Form 1571 all mail undelivered — including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.

If after your last dispatch **you** feel that your route is over 8 hours and need O.T. and /or assistance you have reporting requirements that the M-41 states in part

131.4 Reporting Requirements

131.41 It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

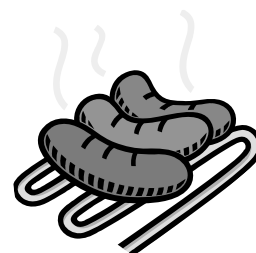
131.43 Complete applicable items on Form 3996,

(Continued on page 5)



Congratulations Plymouth Post Office. The carriers received a recognition breakfast for the Customer Connect Program. When asked how they achieved the number one status, they replied: "TEAMWORK".

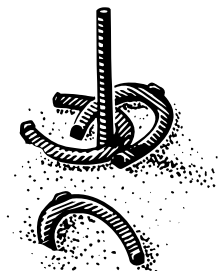
Annual Branch Picnic Sunday June 29th



On Sunday, June 29, 2008, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families. Along with Union fellowship you will be able to enjoy good food and beverages, a live band and horseshoes. There are activities planned for children of all ages, including a moonwalk, dunk tank, and pony rides. The picnic will be held on the grounds of the Branch 2184 Office at 6969 Monroe Street in Taylor (just north of Ecorse Road). This day of family fun is free to all members and their families.



Watch for further information as it becomes available, including information that will be posted on Union Bulletin Boards in each station. **Circle Sunday, June 29th on your calendars and make plans to attend!**



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(Continued from page 3)

EVP's Report

Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.

Either way you look at it, if you can't make that pivot, then tell the supervisor and let them make the decision to give the work to someone else or to put you in an overtime situation.



Carriers who are non-ODL or work assignment ODL and who are told to pivot on another route, and this results in overtime, this may be a violation of the Contract. The bottom line is if you can do the pivot, then do it. If you

can't, then tell the supervisor and let them worry about it. Don't let the supervisor intimidate you. The more work you do the more work you are expected to do. Work in a safe manner.

--Jim Wolstencroft
Executive Vice President

Branch 2184 Web Site

Visit the Branch 2184 web site using the following web address. www.nalc2184.org

The site will include pages for steward resources, contract Q&A, retirement, 2008 color calendar, branch picnic pictures, postal humor, online "SPEAKS" newsletter and much more.

E-Mail your comments and suggestions to the "Speaks" editor at leonardzawisa@nalc2184.org

www.nalc2184.org



Sgt@Arms Report

IT'S YOUR TURN

Thank you to all the brothers and sisters who have signed up and who have given to COLCPE (Committee on Letter Carrier Political Education). A special thanks to Dearborn Main Steward Darryl Clay for his efforts in getting so many brothers and sisters in Dearborn to give to COLCPE.

On April 2, 2008, at our monthly branch meeting, sister Katrina Jones out of the Westland office signed up for automatic payroll deductions. It took less than 10 minutes to get it done after the meeting. Brother James Crossey (Business Connect Guru and Plymouth Letter Carrier) signed up for automatic payroll deduction over the phone with assistance from our own Retirees Officer Leonard Zawisa. (Great Job Leonard!)



All you need to sign up for payroll deduction is your postal ID number (number that is on your check stub), your 4 digit Postalease pin number and your Postal Record number. The Branch has a master copy of every member's Postal Record number. If you don't know where to find your Postal Record number and you are trying to sign up from home, give the Branch a call and leave a message if it is after hours. Someone will return your call with your Postal Record number.

There are so many brothers and sisters that have given checks and made COLCPE pledges to donate. I encourage each and every person to do their part with helping to save our future. Make that contribution today. Your COLCPE dollars go to those individuals in Congress that support our (Letter Carrier) issues. COLCPE doesn't care if you are Republican, Democrat or Independent. If you support our issues, then you can receive our COLCPE dollars.

Every single one of your Officers is at the minimum a contributor to the Gimme 5 Campaign. We

are leading by example. We all have personal issues that we feel about the 2008 Presidential candidates, however if we all don't get involved and help elect a "Letter Carrier Friendly" President, then we may all have our personal issues with uncertain job futures.

The first step in making that difference in your own future with job security is donating to COLCPE via automatic payroll deduction or writing a check or money order. The branch is open during normal business hours Mon-Fri 9am-5pm if you want to come in and sign up for COLCPE. You can also call the Branch and someone will assist you over the phone in signing up, if you're attempting it and need direction from your home computer. You can send a check or money order directly to the Branch at 6969 Monroe, Taylor MI 48180, and we will forward it to the National Union.

Congratulations to the following Branch 2184 Letter Carriers doing their part in Customer Connect with leads that turned into revenue for the Postal Service as of week March 22-28:

- Don Gutowski** (Plymouth) \$6,000 Priority Mail sale.
- Kimberly Sands** (Dearborn) \$40,000 Priority Mail sale.
- Wayne Swan** (Westland) \$12,000 Priority & \$8,000 Priority Mail Intl sale.
- Caprice Hughes** (Canton) \$4,160 Express & \$3,100 Priority Mail sale.
- Christina Scott** (Canton) \$5,200 Priority Mail sale.

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Calendar of Events

- Branch Meeting May 7th at 7:30pm
- Steward Meeting..... May 5th at 7:30pm
- Steward Meeting May 13th at 7:30pm
- Executive Board May 13th at 7:00pm
- State TrainingMay 19-20
- Branch Meeting June 4th at 7:30pm
- Steward Meeting June 10th at 7:30pm
- Steward Meeting June 16th at 7:30pm
- Annual Branch PicnicJune 29th
- Executive Board June 30th at 7:30pm

As of April 17th 2008, the Wayne Post Office will go on-line with Customer Connect. Multiple Wayne Carriers have already sparked leads and are just waiting to get their customer connect numbers to begin turning those leads into revenue for the Postal Service, which equals JOB SECURITY for all of us. If you are out in the field with a customer and they have a Customer Connect question that you can't answer, give them the number to our Business Development Team (734-728-4910). Our brother Jim Crossey out of the Plymouth Office is on detail as a specialist with the team and is doing an awesome job creating revenue and getting other carriers involved with turning in leads in the offices that he is responsible for. Get out there and get those leads and turn them in. The Contract we just got for 2006-2011 is a direct indication of what customer connect means for us Letter Carriers. It was a key negotiating factor in the new Contract

--Walter McGregory
Sergeant at Arms

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.

(Clip and keep with you while working)

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- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

Contact Your Brookfield Representative!

Robert Kreager

Branch 2184 Retired

1802 Ford Blvd. Lincoln Park, MI 48146-3956
313-386-0527 (voice) 313-386-3270 (fax)

Shuffle up and Deal !

No Limit Texas Hold'em Tournament

70 SEATS AVAILABLE!!

Hosted By N.A.L.C. Branch 2184

MAY 18th, 2008

Sunday @ 4:00pm



\$30 Buy-in

50% of the profit goes toward Prizes

50% goes to MDA

**Steak dinner and refreshments available for \$20.00
with proceeds going to MDA**

at

BRANCH 2184 UNION HALL

6969 Monroe

Taylor, Mi 48180

For more Information call

313-295-1640



Sign up and mail to the Branch

Make checks out to Branch 2184

TEXAS HOLD'EM - \$30.00 Dollars

First 70 Players:

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Address: _____

Phone # _____

STEAK DINNER & REFRESHMENTS

\$20.00 Dollars

Name: _____

Address: _____

Phone # _____

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9 a.m. - Noon, Saturday

24559 Van Born Road

Taylor, MI 48180

(313) 292-7422

(Continued from page 1)

Presidents Report

help us with the steak and card party. Please call the hall and let us know if you are interested. Remember that we have a limited number of seats available so it will be on a first come first seated basis. Make sure to get your registrations in now.

Branch Picnic June 29th is the date to remember! Once again we will be having our Branch picnic for MDA here on the Branch grounds, starting at 12:00 PM continuing until 6:00 PM. As in years past the branch will have a day full of fun for our branch members and their families, while raising some money for MDA.

Branch 2184 Scholarship Members who have children who will be attending college or technical / vocational schools in the fall can now get their Branch 2184 Scholarship applications on-line. To get to our web site go to www.nalc2184.org, click on the appropriate icon and print off the form. We will also be printing the form in the upcoming issues of the Speaks. The deadline for applications this year will be September 26, 2008.

*--Mark Judd
President*

NALC HEALTH BENEFIT PLAN PHONE NUMBERS

Main Office NALC HBP 1-703-729-4677

Customer Service1-888-636-6252

7 days a week, 24 hours a day

24-hour Nurse Line1-800-622-6252

Mental Health1-877-468-1016

Substance Abuse1-877-468-1016

PPO Locator Service..... 1-800-622-6252

Hospital Precertification 1-800-622-6252

Prescription Drug Program.. 1-800-933-6252



For additional information, visit the national website at www.nalc.org/depart/hbp

2008 COLCPE Contributors

Belleville

Cindy Trzeciak
Bruce Prevost

Dearborn Main

Kim Baker
Dana Brownlee
Darryl Clay
Wanda Ellison
Lisa Franklin
Norm Gagnon
Don Hunt
Anita Jones
Robert Kraus
Larry Nagy
Henry Strange
Kuruvilla Thomas
Rayfield Washington
Jackie Wiggins
Ed Williams

Dearborn Annex

Nancy Altman
Timothy Bailey
John Dainus
Rhona Diamond
David Gilbert*
Mark Judd
Thomas Klecha
Roderick LeLental
Melvin MacDonald
Carol Macieczni
Darrin Mifsud
Rosemary Miller
Karen Regentik*
Daniel Smith
Cathy Tondreau
Scott Wandyg

Dearborn Teleford

John Czuchrak
James Likeric*

Dearborn Heights

Roger Corpolongo
Anthony Gretch
Frank Grosso*
Jim Hales
Linda Pollock
James Powell
James Wolstencroft

Flat Rock

Grosse Isle

Kimberly Bumbul
John Nellis

Inkster

Thad Dillard
Bryon Hendricks
Roy McMahan

Lincoln Park

Dave Reise
Gayle Rohde
Paula Hall

Monroe

Chris Carmon
Kenneth Masserant
Erik Venzke
Chad Zion

Northville

Elizabeth Karsten

Plymouth

Heather Childers

James Crossey

Patricia Linna
Gary Macioce
Don Oziemski
Robert Venning
Felecia Wallace

Rockwood

Gloria Warthen

Taylor

Carol Clark
Jeff Connole
Patricia Davis
Kuldip Gill
Roger Gilliam
Victoria Hebda
John Hundley
Bob Parisi
Anthony Santy
Irene Sly
Andrea Smith
Terri Theeck

Temperance

Kari Guthrie

Trenton

Benita Gilcrest
Dennis Lucas
Casey Pennington

Wayne

Walter McGregory
Krystal White

Westland

Ted Gagnon
Joan Hicks
Aaronette Howell
Katrina Jones
Raymond Tobin
Calvin Winbush

Canton

Felicia Bryant
Dianne Daley
Lois Fritz
Gilbert Pruiett

Ypsilanti

Alan Grajczyk
Richard Rider
Michael Miller

Retired

Mary Abbott
Rito Bela*
Carl Belvees*
Cary Black
John Bostek*
James Garrell
Joe Golonka
James Kelly
Joanne Kuzala
William Lowe
William Mason*
William Mather
Brian Rodden
Clarence Schukofsky*
Gino Stellabuto
Margaret Zawicki
Leonard Zawisa

* Please note the asterisk indicates that your yearly contribution has or is about to expire. The time is now to renew your commitment to COLCPE.

**NATIONAL ASSOCIATION
OF LETTER CARRIERS**

Stamp Out Hunger

FOOD DRIVE

Saturday, May 10, 2008

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**UNITED STATES
POSTAL SERVICE**



**America's
Second Harvest
The National
Food Bank Network**



THE FOLLOWING BYLAW CHANGE WAS PRESENTED TO THE MEMBERS DURING THE BRANCH MEMBERSHIP MEETING OF MARCH 5 2008.

In accordance with the National Constitution and our Branch Bylaws this is the official notice that the listed Bylaw proposal shall be discussed and voted upon during the May 7th, 2008 Branch membership meeting.

To amend Article XII, section 5 (a)

Present Language:

A sum equal to one dollar (\$1.00) per active member per month will be deposited by the Treasurer into an account under the name of "Convention Fund" to be used only for the purpose of sending branch delegates to authorized conventions.

Amend to Read:

A sum equal to one dollar **and fifty cents (\$1.50)** per active member per month will be deposited by the Treasurer into an account under the name of "Convention Fund" to be used only for the purpose of sending branch delegates to authorized conventions.

THE ABOVE PROPOSED BYLAW CHANGE WAS SIGNED AND SUBMITTED BY THE BRANCH TRUSTEES:

Patricia Linna
Casey Pennington
Gloria Warthen

--Cindy Trzeciak
Recording Secretary

ADDRESS SERVICE REQUESTED

Taylor, MI 48180
6969 Monroe

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NATIONAL ASSOCIATION OF LETTER CARRIERS • AFL-CIO

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