

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 2016

**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:**

May 4th, 2016  
June 1st, 2016  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

May 11th, 2016  
June 8th, 2016  
(12:30 p.m. - Union Hall)

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## President's Report

### EAP

April is EAP month, which stands for the Employee Assistance Program. This is a negotiated benefit that is covered under Article 35 of our National Agreement. The Employee Assistance Program covers all USPS employees and their families, including dependents. The Detroit District was part of the 1994 National Pilot Program and its JCEAP (Joint Committee on the Employee Assistance Program) served as a role model for the current National EAP committees. The Detroit District JCEAP committee is made up of representatives from the USPS Management, NALC and APWU. Its members promote the program, and explain how the program works. Article 35 goes on to say, in part: The parties continue in their joint support for a national program of employee counseling for alcohol or drug abuse as well as for other types of family or personal problems.

Looking for help but not sure where to turn? Having issues with Work Stress, Family/Parenting Issues, Relationship Problems, Anxiety or Depression, Anger management, Alcohol/Drug Addiction, Coping with Change, Grief or Bereavement issues, Child or Elder care, Gambling, or Financial Problems? EAP might just be able to help. There is no cost associated with the services provided by EAP. However, if further outside professional resources are required, the cost would be your responsibility. Before seeking outside help make sure you check with your health care provider and see what your health plan covers. Remember that help is just a phone call away and is available 24 hours a day seven days a week at 1-800-327-4968. Internet Access is also available at: [www.eap4you.com](http://www.eap4you.com) Need to talk? Make the Call!

### SUPER BOWL-A-THON IV

On Sunday, April 10, Branch 2184 met our crosstown rivals NALC Branch 1 at Cherry Hill Lanes in Dearborn Heights in our annual

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### Officers

President .....	Mark Judd
Executive Vice President .....	Walt McGregory
Vice President .....	Joe Golonka
Recording Secretary .....	Casey Pennington
Financial Secretary Treas .....	Cathy Tondreau
Sergeant at Arms .....	Scott Watts
Health Benefits Rep.....	Jim Powell
Retirees Officer .....	Leonard Zawisa
Trustee .....	Patricia Linna
Trustee .....	Tim Bailey
Trustee .....	Gloria Warthen
Editor .....	Leonard Zawisa
Branch Scribe .....	Joe Golonka
Web Site Design .....	Jim Hales
Injury Compensation .....	Joe Golonka



*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.

### Stewards

Belleville.....	Lynn Taylor
.....	Gregory Bodziak (alt)
Dearborn (Main) .....	Darryl Clay
.....	Ted Nowc
.....	David Richardson (alt)
Dearborn (Annex).....	Melvin MacDonald
.....	Jacqueline McGregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights .....	Jim Hales
.....	Denise Viola
Dundee .....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Jim Holland
.....	Beth Maliszewski (alt)
.....	Valerie Watkins (alt)
.....	Keshya Boudreaux (alt)
Plymouth.....	Don Oziemski
.....	Heather Childers
.....	Bob Venning (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
Temperance.....	313-295-1640
Trenton.....	Casey Pennington
.....	Justin Cooper
Westland .....	Walter McGregory
.....	Felicia Bryant
.....	Katrina Jones
.....	Vina Stacy (alt)
Canton.....	Samantha Hales
.....	Lois Fritz (alt)
Ypsilanti .....	Mike Tredway
.....	Paul Bordine
.....	Tanisha Payne (alt)
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)

### 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.

**Call 313-295-1640**

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## Presidents Report

"Battle of the Branches" for undisputed bragging rights as well as the coveted President's Plaque Award. It gives me great pleasure to report that when the pins and donations had settled and been counted your Branch was victorious and has retained the title for the fourth consecutive year! Facing less than ideal weather conditions, turnout for the event was down slightly compared to last year's record. However, with 36 bowlers and an equal amount of onlookers and well-wishers Team 2184 still managed to raise our second best total ever for the event of \$3,391.00!

As always, thanks go out to those Branch officers and members who took the time and effort to participate in this most worthwhile event. This year we had bowlers and pledges from fifteen of the nineteen offices we represent – Belleville, Canton, Dearborn Annex, Dearborn Main, Dearborn Heights, Gross Ile, Inkster, Lincoln Park, Monroe, Northville, Taylor, Temperance, Westland, and Ypsilanti. Once again this year Wayne-Westland-Canton led the way as our top installation for both dollars raised and bowler/spectator participation. Special thanks to stewards Katrina Jones and Felicia Bryant from Westland and Samantha Hales from Canton for all their hard work in making the Wayne-Westland-Canton our top installation for the Bowl-a-thon 2016.

Rounding out the top four installations in our Branch: Taylor came in a close #2, thanks to the outstanding efforts of Steward Michele Szafran. Taylor was just \$25 short of taking the overall title. Lincoln Park was at #3 with the dynamic duo of Paula Hall and Scott Watts and was just \$72 short of the overall title. Honorable mention goes to Dearborn in the #4 position, thanks to Jackie McGregory, Mel MacDonald, and David Richardson and a late charge for a top three finish. With the help of our friends from Branch 1 we jointly raised over \$5,000.00 for MDA. As always, the real winners of this event will be the kids we send to camp and the families that will be helped through the generosity of letter carriers and

their families.

## BRANCH PICNIC

Break out your sun block and shorts and start planning for this year's Branch family picnic for MDA. As usual it will be held here on the Branch grounds on Sunday, June 26<sup>th</sup> from 12:00 to 6:00. All of our members and their families are invited to attend. I would especially like to invite our CCA Brothers and Sisters and their families to attend and join in on the fun. Hope to see all of you there! For more information about the picnic please see the back page of this publication.

-- Mark Judd  
President

## EVP's Report

### EMERGENCY PROCEDURE ARTICLE 16.7

Management in at least one of our Branch 2184 represented offices has placed two of our carriers on Emergency Placement (Article 16.7 of the Collective Bargaining Agreement, within two days of each other. One of the incidents that led to management's decision to exercise this provision involved an alleged roll-away/run-away Postal vehicle, and the other incident was for alleged misconduct. Article 16.7 is defined in the NALC/USPS Joint Contract Administration Manual (JCAM) as follows:

*"An employee may be immediately placed on an off-duty status (without pay) by the Employer, but remain on the rolls where the allegation involves intoxication (use of drugs or alcohol), pilferage, or failure to observe safety rules and regulations, or in cases where retaining the employee on duty may result in damage to U.S. Postal Service property, loss of mail or funds, or where the employee may be injurious to self or others. The employee shall remain on the rolls (non-pay status) until disposition of the case has been had. If it is proposed to suspend such an employee for more than thirty (30) days or discharge*

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**EVP's Report**

*the employee, the emergency action taken under this Section may be made the subject of a separate grievance*".

Article 16.7 goes on to say that its purpose is to allow the Postal Service to act "immediately" to place an employee in an off-duty status in the specified "emergency" situations.

The JCAM also provides the following information:

**Written Notice:** Management is not required to provide advance written notice prior to taking such emergency action. However, an employee placed on emergency off-duty status is entitled to written charges within a reasonable period of time. In H4N-3U-C 58637, August 3, 1990 (C-10146), National Arbitrator Mittenthal wrote as follows: The fact that no "advance written notice" is required does not mean that Management has no notice obligation whatever.

The employee suspended pursuant to Section 7 has the right to grieve the suspension. He cannot effectively grieve unless he is formally made aware of the charge against him, the reason why Management has invoked Section 7. He surely is entitled to such notice within a reasonable period of time following the date of his displacement. To deny him such notice is to deny him his right under the grievance procedure to mount a credible challenge against Management's action.

**What Test Must Management Satisfy?** Usually employees are placed on emergency non-duty status for alleged misconduct. However, the provisions of this section are broad enough to allow management to invoke the emergency procedures in situations that do not involve misconduct—for example, if an employee does not recognize that he or she is having an adverse reaction to medication.

The test that management must satisfy to justify actions taken under this Article 16.7 depends upon the nature of the "emergency." In H4N-3U-C 58637, August 3, 1990 (C10146), National Arbitrator Mittenthal wrote as follows: My response to this

disagreement depends, in large part, upon how the Section 7 "emergency" action is characterized. If that action is discipline for alleged misconduct, then Management is subject to a "just cause" test. To quote from Section 1, "No employee may be disciplined...except for just cause." If, on the other hand, that action is not prompted by misconduct and hence is not discipline, the "just cause" standard is not applicable. Management then need only show "reasonable cause" (or "reasonable belief") a test which is easier to satisfy. If you are ever in a situation where management has invoked the provisions of Article 16.7, immediately request your shop steward. If your shop steward is unavailable to assist you, contact the branch hall immediately at 313 295 1640 and a branch officer will be able to assist you.

**MDA BOWL-A-THON**

On Sunday April 10, 2016, Branch 1 (Detroit) and Branch 2184 (Western Wayne County) competed against each other at Cherry Hill Lanes in Dearborn Heights. A special thank you goes to all the Branch 2184 Members and their families who bowled or made donations - or did both. It was a lot of fun.

**CUSTOMER CONNECT**

Since the inception of the program back in mid-2003, letter carriers have generated \$2,018,618,175 of USPS revenue and counting. This figure is as of the week ending 04/10/2016 and this is awesome! But that number can be even bigger. If every city carrier commits to submitting at least one Customer Connect lead, our employer could potentially grow that much more. Just a few years ago, the talk around the Postal Service and in the halls of Congress was about 5-Day Delivery. Now, we are delivering packages for Amazon on Sunday. For details about the Customer Connect program, please see your Customer Connect Coordinator or your Shop Steward for information in your office. Who knows, that next sale may be a BILLION DOLLAR SALE!

## CCA UNIFORM BANK

Our employer is hiring new CCAs daily. What better way to welcome the new union brothers and sisters into our union than to invite them over to the local branch union office to "shop" at the CCA Uniform Bank. We are gladly taking donations of uniforms for all four seasons; however, it is spring time and we especially need rain gear. To make a donation, please gather your gently used uniforms and bring them into your office and give to your shop steward. He/she will bring them over to the union office and make sure that you get credit for your donation in the next issue of *Branch 2184 Speaks*. You can also stop by the Branch 2184 union office and make the donation yourself. We are open 9am-5pm, which is our normal business hours, but we are often there as early as 7am and as late as 7pm. For our newer CCA members, give us a call at 313-395-1640 and let us know that you are coming so that we can have the donated uniform items ready for you to view. Thanks for everyone's participation which has made this program such a success.

In Unionism,

-- Walt McGregory

*Executive Vice President*

### Attend Your Branch Meetings

#### Branch Meetings

**May 4th, 2016**

**June 1st, 2016**

**7:30 pm @ Union Hall**

#### Retirees Meetings

**May 11th, 2015**

**June 11th, 2016**

**12:30 pm @ Union Hall**

#### Stewards Meetings

**May 10th & 16th**

**June 7th & 13th**

**7:00 pm @ Union Hall**

## VP's Report

### NON-ZERO TOLERANCE

A few months ago USPS Detroit District management released an updated "Zero Tolerance" policy pertaining to workplace threats and intimidation along with related behaviors. The continued existence of such a policy in the Postal Service is certainly most appropriate in light of the abusive behavior and similar threatening conduct is all too frequently displayed by some individuals in USPS management. Postal Service "Zero Tolerance" policies have actually been in existence for several decades, and language regarding this issue is also found in the Employee and Labor Relations Manual (ELM) section 665.24, which reads:

*"The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service."*

That actually is some quite strong and succinct language. However, most of us that deal with the Postal Service also live on planet reality. We know very well that the slightest perceived action or even words on the part of a **letter carrier** can and will be twisted by management into an alleged "violation" of this policy. This is typically followed by immediately placing the carrier off duty and is usually followed by an attempt to remove the carrier from the Postal Service.

Contrast this response to that which occurs with instances of **well-documented management conduct** that clearly and directly violates this same Zero Tolerance policy. "Zero Tolerance" is typically

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**VP's Report**

replaced with excuses, misdirection, cover-ups, reassignments, and even by arrogant denials. Management's response in such situations more typically mirrors the duplicity of Michigan Governor Snyder and his administration after they poisoned the Flint water system. In fact the United States Postal Service has actively practiced recycling, even long before it became popular. The worst of their management garbage is never actually discarded; instead it is merely recycled and then it just turns up at another location.

Moreover, it is no secret that abusive and bullying management behavior is still widespread throughout the entire Postal Service. Such individuals are routinely rewarded and promoted instead of being held accountable in any tangible or effective manner for their cowardly behavior. This very selectively applied USPS "Zero Tolerance" policy is more than just another empty slogan. It is a flat out lie, and a big lie at that. As with all big lies, endlessly repeating it does not make it any less a lie. Thus, "zero tolerance for thee but certainly not for me" remains the standard of reality in our 21<sup>st</sup> Century Postal Service.

**A MISGUIDED "SENSE OF URGENCY"**

Almost 35 years ago, not long after the Canton letter carriers had been exiled from the Plymouth post office into the Westland and Wayne offices, those of us working in Westland were called together for a floor talk during which we were told that we must work with "a sense of urgency." I remember thinking to myself at the time how odd those words sounded. There was nothing said about accuracy, safety, and professionalism while performing letter carrier work, only that we must have some sense of urgency. The supervisor was not happy when I told him that I sometimes felt a sense of urgency after drinking several beers.

It appears that postal management is still fond of their curiously misdirected slogan, having recently implored the letter carriers in another Branch 2184-

represented station to have a "sense of urgency." Just as before there was nothing said about providing accurate customer service or about safety and awareness of the delivery environment or overall professionalism - only some undefined sense of urgency.

It apparently remains entirely lost on far too many in USPS management that the efficient and timely delivery of mail has absolutely nothing to do with having some personal "sense of urgency." Instead, it has everything to do with having a focused, dedicated, consistent, and thoroughly professional approach to the job. Having an excessive sense of urgency while delivering mail leads directly to delivery mistakes and also to accidents and injuries, and it consequently creates a poor public perception of the Postal Service. Excessive haste does make waste, ultimately to the detriment of USPS and its employees.

Professional letter carriers work in a manner where they are under control of their environment at all times. They are always aware of their surroundings and they accurately deliver mail to each customer mailbox. Professional letter carriers never touch or even look at the mail while their vehicle is moving. They always take the time to display only courtesy and helpfulness to Postal Service customers that have questions or concerns. Professional letter carriers always take their full 30 minute lunch and both ten minute breaks. They never risk their health by waiting until they are feeling the discomfort of an internal "sense of urgency" before attending to personal needs.

In summary, professional letter carriers never need to work with some misguided sense of urgency. Instead, each day these men and women effectively perform the increasingly demanding job of a city letter carrier with pride, purpose, dedication, and close attention to detail. Our nation's city letter carriers are America's most respected delivery personnel and are also the world's most efficient. This public respect and high level of productivity is NOT because of management's DOIS-crazed numbers nonsense. Nor is it because of the abusive and childish behavior exhibited by some in management, or because of

their absurdly excessive micromanagement of a straightforward and labor-intensive job. No, the world's best Postal Service exists ONLY because of you – your work, your dedication, and most of all, because it is YOUR Postal Service.

-- Joe Golonka  
Vice President

**OUR ADVERTISERS ARE  
YOUR FRIENDS**

**MENTION YOU SAW THEM  
IN OUR NEWSLETTER.**



## CCA Talk

CCA's are the future career letter carriers of the Postal Service and their involvement in the NALC is vital to maintaining the strength and solidarity of the Union. There are many ways you can get involved in strengthening our union as I stated in my last article of February, 2016. Now I am going to explain some of the benefits that are given to us through the structure of NALC.

The National Association of Letter Carriers was founded one-hundred and twenty-seven years ago. Now it is bigger and BADDER than ever. While the NALC Constitution is the supreme governing document for rules and functions, some decisions are left to local branches to decide in the form of branch bylaws, or local memorandums. NALC has local branches (2,100 of them!), state associations, NBA regions and a National Headquarters which all are focused on representing carrier's rights.

The Grievance Arbitration procedure covers a large amount of where NALC's resources are focused, where we resolve disputes at the lowest level – ideally. The Grievance Arbitration procedure starts with the Shop Steward which is elected or appointed by the union. Hopefully, you have met at least one of your union stewards in your installation and are familiar and comfortable with speaking with them; Shop Stewards are designed to help you out. These Shop stewards investigate and process grievances, then present the problem to management in hopes to come to an agreement. This procedure is outlined in Article 15 of the Joint Contract Administration Manual (JCAM).

The Shop Stewards or informal stewards are the grievance movers and have to abide by timeliness requirements in order for the grievance to move forward. With the Grievance Arbitration Procedure, the grievance is started with the Shop Steward and can be sent up to the Step A representative, the Step B team, and even Arbitration if an agreement cannot be jointly settled between union and management.

NALC provides health and retirement benefits to its members as well. NALC also offers opportunities for members to give back to their communities. We are extremely proud of the charitable activities that we participate in such as the NALC Food Drive, and raising funds for the Muscular Dystrophy Association. With all of these benefits that we provide it's imperative that the new members, like you and me, begin to take in some leadership roles.

The best way to get involved is to come to the Branch meetings the first Wednesday of every month. From there you can get an idea of what you would like to focus on. If you are self-driven and you want to be informed of your contract, this is the best place for you to volunteer your efforts in making a great difference for every member of NALC.

One contract provision that I would like to touch on for CCA's is about working in other installations. According to Memo M-01827 CCA's will normally work in their employing office but can be assigned within reason to a local travel area, and within the same district. If you are working in Monroe, MI it is fair to say that contractually you shouldn't be scheduled to work in Traverse City, MI. Management is also required to inform CCA's to work in other installations in advance **whenever practicable**. When there is a need to assign CCA's to a different installation, it should be done in the order of volunteers first, and then assigning in reverse relative standing (CCA "seniority"), as long as the junior CCA's are in a similar pay status. CCA's that are required to work outside of their employing office may receive payment for mileage of difference between their residence and employing office, provided the difference is greater. You should also know that Sunday CCA's are **not** subject to the occasional basis limit.

If you have any CCA related questions, please feel free to E-mail [NALC2184@sbcglobal.net](mailto:NALC2184@sbcglobal.net) or call the NALC 2184 hall at 1-313-295-1640.

-- *Samantha Hales*  
Canton Shop Steward / CCA



# Branch 2184 2016 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 2016.**

## 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 26, 2016**

# **Kim Region 6 Report**

## **Kentucky -- Indiana -- Michigan**

### **NATIONAL BUSINESS AGENT'S REPORT**

**March 2016**

**Patrick C. Carroll**

#### **Scanners-The Good and the Bad**

The scanners that letter carriers use on a daily basis are a necessity that we need to satisfy the needs of our mailers and our customers. Clearly the new scanners are an improvement over the outdated antiquated technology of the old IMD and clam phone combination. That said, with good something else bad is also attached. The GPS-RIMS technology is one of the negatives but the most recent development of scanning mail pieces at a particular stop has once again made the job of a carrier more cumbersome. I understand that the USPS thinks that scanning 5 pieces of mail at a particular delivery point will somehow negate the need to contract Price Waterhouse for EXFC scoring and thus save money. But to increase that to 15 pieces at multiple delivery points throughout the day is just another cumbersome duty a carrier has to deal with. I recognize that we get paid by the minute and we need technology to compete in the delivery market, but in many instances like the one described here, we do not use the technology in an intelligent manner.

#### **Contract Negotiations**

Our current National Agreement will expire in May 2016 and we have begun negotiations for a new collective bargaining agreement. Negotiations opened in Washington DC on February 19, 2016 and will continue until we can reach a negotiated agreement with the Postal Service. NALC President Fred Rolando will have the entire Executive Council participate in these negotiations during the week of March 20-25 and a great deal of work is involved in developing strategies for improvements in benefits and working conditions for all letter carriers.

Obviously I cannot give specifics as to what NALC will be demanding but I can assure you we will be looking for the best possible contract for ALL letter carriers.

I can report that the demeanor of PMG Megan Brennan at the opening session was much more positive than her predecessor and I think there is a better chance of obtaining a negotiated settlement than last time. Time will tell but in the event we do not reach a negotiated settlement, we will be well prepared to head into interest arbitration.

#### **CCA Conference**

The first ever CCA Conference was held in St. Louis, MO January 17-19, 2016 with nearly 200 CCA's or newly converted CCA's in attendance. As your National Business Agent, I felt it necessary to attend to see what the future leaders we had in our ranks. I was very pleased to meet with 11 members from Region 6 who were in attendance. This conference was a very unique event as it gave President Rolando, Director of City Delivery Brian Renfroe and the NBA's from around the country a little closer insight into the thought process of the newer generation of NALC members. I was very impressed with the energy displayed by these newer members and can feel confident that our Union will have future leaders to carry on our work.

## CCA Resource Guides

These publications should be available soon as they are being printed in Washington DC *under* the guidance of President Rolando and Director of City Delivery Brian Renfroe. As soon as they are available we will make distribution to all NALC organizers, branches and CCA's.

These reference guides are a complete comprehensive guide for CCA rights and describes in detail the steps a CCA needs to do when they are converted to Full Time Regular Career.

## School of Stewards (S.O.S)

In March and April we will be instituting a new steward training in 3 locations in Region 6 that will deal with extensive steward duties. It will be a 4 day workshop of intense classroom work covering topics dealing with Article 8, 15, 16, 17, 31, issue statements, writing techniques, research modules, remedies, OWCP and a few other surprises.

This training is not designed to replace our annual KIM regional training but the need for training is immediate with new stewards stepping up after the first of the year.

## NALC Food Drive

The NALC Food Drive will be Saturday May 14, 2016 and we are now gearing up for another successful event Branches should have registered by now and UFCW has stepped up as a national sponsor to provide 120 million postcards for this year's drive. This NALC Food Drive is the largest single day food drive in the world and last year we collected nearly 71 million pounds of food for those less fortunate than ourselves and 1.4 billion pounds since the inception of the drive in 1992. Jim Hunter from Royal Oak branch 3126 is our Re-gional Coordinator and does a tremendous job organizing our efforts in the KIM region. Thanks go to him for making the KIM Region so successful in this annual event.

## Patrick C. Carroll

*National Business Agent*

43456 Mound Road, Suite 501

Sterling Heights, MI 48314

Office: 586-997-9917 Fax: 586-997-991

### 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.

Protect your job "Give to the Letter Carrier Political Fund today!"

Call 313-295-1640

✓ Check mark indicates you are signed up for automatic contributions.

R - Indicates retired members.

# GIMME 5

# Letter Carrier Political Fund Contributors

## Belleville

- ✓ Gregory Bodziak
- ✓ Bruce Prevost
- ✓ Lynn Taylor
- ✓ Cindy Trzeciak (R)

## Dearborn Main

- ✓ Darryl Clay
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Patricia MacDonald
- ✓ Carol Macieczni (R)
  - ✓ Ted Nowc
- ✓ Robert Panchenko
- ✓ David Richardson
  - ✓ Dan Smith (R)
  - ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey
- ✓ James Bryant
- ✓ Mark Cornett
- ✓ Sherry Garcia
  - ✓ Joe Garcia
  - ✓ Mark Judd
- ✓ Thomas Klecha
- ✓ Roderick Lelental
- ✓ Melvin MacDonald
- William Mather (R)
- ✓ Jackie McGregory
  - ✓ Rosemary Miller
- ✓ Karen Regentik (R)
  - ✓ Darren Smith
  - ✓ Jerry Taylor
- ✓ Cathy Tondreau (R)
  - ✓ Steven White

## Dearborn Heights

- ✓ Rich Alaniz (R)
- ✓ Jim Hales
- ✓ Ian Mair
- James Powell (R)
  - ✓ Scott Russell
- ✓ Alan Swintek
- ✓ Christopher Tostige
  - ✓ Denise Viola
- ✓ James Wolstencroft

## Dundee

- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Virginia McNew
  - ✓ Mary Renaud
- ✓ Gloria Warthen

## Inkster

- Phil Ashford
- ✓ Thad Dillard
- ✓ Roy McMahan
- ✓ Calvin Simmons (R)

## Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald
  - ✓ Paula Hall
- ✓ Ronald Hausch
- William Mason (R)
  - ✓ Nicole Pace
  - ✓ Karen Purvis
  - ✓ David Reise
- ✓ Barbara Scaggs
- ✓ Scott Watts

## Monroe

- ✓ Chris Carmon
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
  - ✓ Erik Venzke

## Northville

- ✓ Keshya Boudreaux
- ✓ Janice Mitchum
- ✓ Valerie Watkins

## Plymouth

- ✓ Heather Childers
  - ✓ James Crossey
- ✓ Mary Farrari (R)
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
  - ✓ Gary Macioce
  - ✓ Kristie Nelson
  - ✓ Ricky Rosales
  - ✓ Robert Venning

## Rockwood

### Taylor

- ✓ Patricia Davis (R)
  - ✓ Roger Gilliam
- ✓ James Kelly (R)
- William Lowe (R)
- ✓ Walter Modelski (R)
  - ✓ Bob Parisi
  - ✓ Ryan Judd
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)
- ✓ Michele Szafran
- Jeanie Youtsey

## Temperance

- ✓ Kari McLachlin

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwenn Heffinger (R)
- ✓ Casey Pennington

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Lori Boljesic
- ✓ Dawnielle Coure
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
- Katrina Jones
- David Lehman (R)
- ✓ Walter McGregory
  - ✓ Ladonna Miller
  - ✓ Edward Sikora
  - ✓ Vina Stacy
- ✓ Carol Thornton

## Canton

- ✓ Joe Golonka (R)
- ✓ Bonnie Price (R)
- ✓ Samantha Hales
- ✓ Calvin Winbush

## Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
  - ✓ Alan Grajczyk
  - ✓ Tanisha Payne
  - ✓ Larry Rowland
  - ✓ Randall Sano
- ✓ Michael Tredway





**Mother's Day May 8th 2016**

REMEMBER THOSE WHO SERVED



ALL GAVE SOME, SOME GAVE ALL

## 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 **Deborah Bjerk** (Westland), **Cindy Marshall** (Dearborn Annex retired), **Paul Bordine** (Ypsilanti), **Jim Hales** (Dearborn Heights), **Michelle Manley** (Taylor), **Tammy Burdick** (Taylor), **Ed Sikora** (Westland retired) for their donations.

Lets make our new members feel welcome.

For more information call -- 313-295-1640

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“Family Owned and Operated”

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- ◆ Tailor on premises
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HOURS	
M, T, W, F	9:00 a.m. - 5:30 p.m.
Thursday	9:00 a.m. - 8:00 p.m.
Saturday	9:00 a.m. - 1:00 p.m.

- ◆ **WE GUARANTEE YOUR SATISFACTION**

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• 1-800-35-ALLIE

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LIVONIA, MI 48152

(3 blocks south of 8 mile)

[www.alliebrothers.com](http://www.alliebrothers.com)

## Contract Corner:

**Q: Can a letter carrier work overtime if they are on light or limited duty because of medical restrictions?**

**A:** Yes. Letter carriers with work restrictions are allowed to sign either the Regular or Work Assignment Overtime Desired Lists during the quarterly signup periods, and to perform overtime work that is available within their documented medical restrictions. This was clarified as part of an NALC/USPS Joint Statement on Overtime negotiated by the National parties in June, 1988, and it remains part of the existing work rules applicable to Article 8 of our Collective Bargaining Agreement.

The relevant language goes on to provide that "whether or not an employee on limited or light duty is actually entitled to overtime depends on his/her physical and/or mental limitations." What this means is that management has no obligation to try to assign overtime work to limited or light duty em-

ployees if none is available that meets the employees' medical restriction criteria. Additionally, the absence of available work within existing medical restrictions can also be considered when determining quarterly equitability among those that have signed the regular Overtime Desired List.

**Q: Some customers on my route have said that they do not want ad mail such as the Red Plums delivered to them. Can I skip these addresses and just deliver the ads to those that want them?**

**A:** The answer to that question is an **emphatic and unequivocal NO!** An individual letter carrier has no authority whatsoever to withhold **ANY** deliverable mail to any address, even if a customer allegedly claims that they don't want this mail. The provisions of Handbook M-41, City Carrier Delivery Duties and Responsibilities, section 131.33, state that "Unless otherwise instructed by a unit manager, deliver all mail distributed to your route." It is a false and very dangerous (to your job) belief that a letter carrier can arbitrarily determine **under any circumstances**



# 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 COLCPE.
- 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) 313-386-4037 (fax)

whether some postal customers on their assignments can or should receive certain mail. Similarly, even if the only mail for a specific customer address on a given day is an ad mailing, a letter carrier cannot skip that address to save time, unless they have been specifically authorized by management in advance to curtail delivery of the ads.

Related to this issue is the obligation to hold ALL mail, **including all ad mailings**, when a customer has completed a request to do so for a temporary period. It is not a letter carrier's job to personally determine whether such mail will be of interest or value to a customer after they return. **All letter carriers should be very clearly aware that the improper disposition of any deliverable mail can and likely will lead to the very serious disciplinary action up to and including removal from the Postal Service.**

The "bottom line" here is quite straightforward: Outside of documented safety hazards such as loose dogs or other temporary hazards that could obstruct delivery, ALL mail in a letter carrier's possession that is deliverable as addressed must be delivered, and ALL mail for a customer that has completed a "Hold" notice must be held – including ads. Again, this remains true even if a customer has verbally or in writing that they do not wish to receive certain mail. A letter carrier's core job is to deliver all mail that can validly be delivered to every address on their assignment. Once this is done, the mail is no longer our concern and the customers can do whatever they want with it.

**Q: I have a curblin (mounted) assignment and I was told that if a customer mailbox is blocked by a car or other object such as a garbage can, then I can skip delivery for that address. Is this true?**

**A:** No, that is NOT true. A common customer service-related issue that never seems to go away is the problem of blocked customer mailboxes on curblin (mounted) delivery. Typically the boxes are blocked by parked vehicles or by trash cans, or even by piles of snow during the winter season. Over the years there has developed a continuing and widespread

myth that a letter carrier in such situations can just choose to bypass that specific delivery instead of parking the postal vehicle and dismounting to deliver the mail. Except for documented safety reasons, that is simply NOT the case.

Postal regulations, specifically the Postal Operations Manual (POM) section 632.14, clearly require a letter carrier to park the vehicle and dismount to make delivery to a blocked mailbox on a mounted route. **Only in the case of a continuing problem can service to an individual customer or customers be withdrawn, and then only by the authority of the Postmaster or Installation head.** Additionally, if a letter carrier believes that parking the postal vehicle and dismounting to deliver to a specific mailbox or mailboxes is unsafe, he or she should be prepared to fully document and support that claim.

The USPS and its professional city letter carriers are in the business of delivering mail. As such, we should be making every effort to find ways to deliver the mail as long as this can be safely accomplished. **We should not ever be in the business of finding reasons not to deliver mail.**

## Branch 2184 Web Site

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

Retirement Publications  
 OWCP Information  
 Branch Calendar  
 "FMLA" forms  
 Carrier Pay Chart  
 Online Forms 3971, 3996, 3189

### Steward Resources:

Grievance Forms  
 Grievance Guidelines  
 National Agreement  
 Defenses to Discipline  
 JCAM, MRS, M-39, M-41  
 2184 Memo of Understanding

# Annual Branch Picnic

## Sunday, June 26th

On Sunday, June 26, 2016, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families.

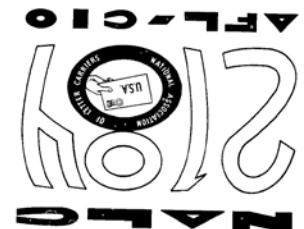
There are activities planned for children of all ages, including a dunk tank, inflatables and pony rides. The picnic will be held on the grounds of the Branch 2184 Office at 6969 Monroe Street in Taylor (just north of Ecorse Road). This day of family fun is free to all members and their families.



Watch for further information as it becomes available, including information that will be posted on Union Bulletin Boards in each station.



**Circle Sunday, June 26th on your calendars and make plans to attend!**



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