

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2015

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National Association
of Letter Carriers
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Office Hours:

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

Calendar

Branch Meetings:

Next Meeting
September 2nd, 2015
(7:30 p.m. - Union Hall)

Retirees Meetings:

Next Meeting
September 9th, 2015
(12:30 p.m. - Union Hall)

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President's Report

MISALC Convention Highlights

The Michigan State Association of Letter Carriers 93rd State Convention was held May 3-5 at the Motor City Casino in Detroit. Branch 2184 sent 28 delegates, who were all present and accounted for. The delegates attended all the required floor sessions and training that was offered by our State Association. This year's training included classes that covered a wide range of topics and issues, such as: Route Adjustments, Politics/Legislation for 2015, Safety, CCA Issues, and a class on Power-Point presentations.

Our guest speaker this year was NALC National Officer and Director of Life Insurance Myra Warren. Her presentation covered many issues that we are currently facing as an organization at the national level. National Business Agent Pat Carroll gave an update on the Region and took questions from the delegates in attendance. Both Myra and Pat stressed the importance of making our newest members / CCAs feel welcome, as they will play an ever increasing role in the future of the NALC and the USPS.

State Election Results

Congratulations to our newly elected state officers. After 22 years as our longest serving State President, former Branch 2184 member Dan Florkowski decided not to run for another term. Dan's dedication to serving city letter carriers will surely be missed but he leaves the MISALC in good hands, as his long time Vice President Carl Blassingame was elected to succeed him. The others elected to state office are as follows: Vice President Brad McKenna, Secretary Jane Grant, Treasurer Cathy Tondreau, Director of Education John Serwach, Director of Retirees Mike Sheridan, Chairman of Executive Board Tom Minshall, as well as Executive Board members Cornell Fears, Robyn Williams, Ginger Gonzales, and last but not least our own Walter McGregory.

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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
.....	Scott Russell (alt)
Dundee.....	313-295-1640
Flat Rock.....	Josh Zaas
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 Maleszewski (alt)
.....	Valerie Watkins (alt)
.....	Keshya Boudeaux (alt)
Plymouth.....	Don Oziemski
.....	Heather Childers
.....	Bob Venning (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
.....	Dawn Gable
Temperance.....	313-295-1640
Trenton.....	Casey Pennington
.....	Justin Cooper
Westland	Walter McGregory
.....	Katrina Jones
.....	Felicia Bryant
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

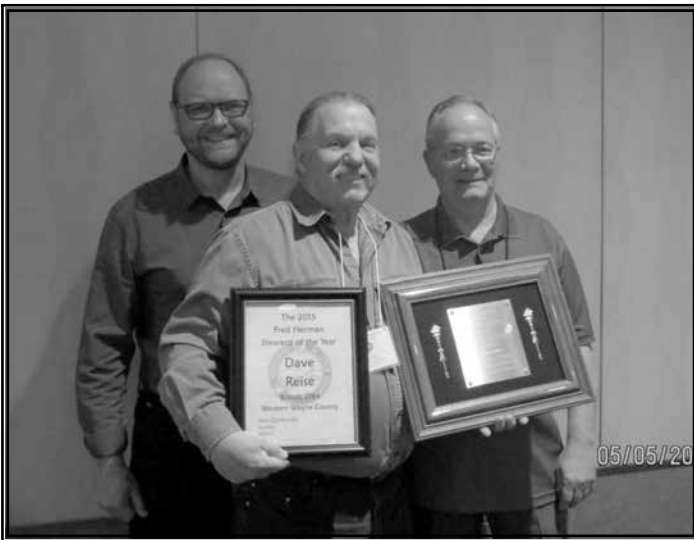
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Presidents Report

As always we wish them all the best in their new terms as state officers and we thank the outgoing officers for their tireless commitment they showed during their tenure in office. Oh yes, and special congratulations to two of our own officers who were elected to State office. They are long time Branch 2184 Treasurer Cathy Tondreau, who will serve another term as State Treasurer, as well as Branch 2184 Executive Vice President Walter McGregory, who was newly elected to the State Executive Board. As a final note, our outgoing State President Dan Florkowski had the title of President Emeritus bestowed upon him by the delegates at the convention.

Dave Reise wins Fred Herman!

Congratulations Dave! The Michigan State Association of Letter Carriers selected Dave Reise 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 Michigan. Our Branch now has the distinction of having four Fred Herman award winners since its inception!



Branch 2184 President Mark Judd, Fred Herman award winner Dave Reise and Michigan State Association President Dan Florkowski.

Every Branch President is asked to nominate

a worthy recipient for the award. The Branch President must write a short essay about why he or she believes that their nominee deserves the award. Included in the explanation are examples of 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 participation in NALC meetings and activities, and how they support and promote COLCPE and the NALC legislative and political activities. While the Branch has never had a problem nominating good candidates, in Dave's case it was especially easy. He has served the Branch and its members for over 28 years as a Steward, an Alternate Steward, Step 2 Designee, Step A Designee, Branch 2184 Recording Secretary, Branch Route Inspection Officer, and as a Detroit District Route Adjustment Team Member during each of the joint route adjustment programs.

Dave has also served as the Branch 2184 Election Committee Chairman for the past five Branch elections, and he has been an invaluable member of the Branch's local negotiations team for nearly 30 years. He helps mentor our younger stewards and alternates and is very active in all of our Branch activities. Dave is to be commended for setting such a fine example for all the members of our Branch. We are very proud that he was selected for this prestigious award and congratulate Dave on his long record of achievements. The State could not have picked a more deserving nominee for its highest award.

Hero Award

On June 12, I had the privilege to participate in a special presentation at the Lincoln Park office, along with National Business Agent Pat Carroll and USPS Detroit District Manager Lee Thompson. Lincoln Park city letter carrier Leah Gray earned special recognition from NALC National President Fred Rolando and from Postmaster General Meghan Brennan. Leah came to the aid of an elderly patron on her route by convincing her to seek medical atten-

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Presidents Report

tion. Because of Leah's actions, the daughter of the patron involved wrote to the Postmaster General, stating that had it not been for Leah, her mother would not be here today.



Branch President Mark Judd, Hero award winner Leah Gray, National Business Agent Pat Carroll.

In her letter to Leah PMG Brennan said "Thank you for being the eyes and ears of the community. We are fortunate to have employees of your caliber represent this organization." NBA Pat Carroll presented Leah with a certificate and letter from the National office along with a hero pin. In his letter to Leah President Rolando said "I am proud of your efforts. Your commitment to the customers and the community you serve is commendable. This type of dedication and willingness to help is the reason letter carriers are and have been the most trusted government employees for several years. On behalf of over 270,000 of your brother and sister letter carriers, I thank you for your selfless actions and commitment to doing what letter carriers do best – serve our customers." On behalf of the Branch, we would like to thank you for your professionalism and the service you provide to your customers. Congratulations Leah!

-- Mark Judd
President

EVP's Report

Annual Food Drive

This year's annual NALC "Stamp Out Hunger" Food Drive was an overall success. The effort on Saturday, May 9, 2015 gathered 70.6 million pounds of food nationwide, marking a dozen consecutive years in which the NALC drive has surpassed 70 million pounds of food collected. Although the overall poundage of food collected in Branch 2184 this year was down slightly from what we took in last year, the branch still had many offices that did better than the previous year. I would like to thank everyone for their participation in making the NALC's food drive a success. Whether you were out on a route helping to pick up food from the customers, or helping to sort food at the local post office, we thank you. A special thanks to all the Food Drive Coordinators and our local branch officers for all their efforts. We look forward to making next year's NALC food drive even better.

Arbitration Advocacy Training

I had the opportunity to attend NALC Arbitration Advocacy Training in Baltimore, Maryland from Sunday May 17 through Saturday May 23, 2015. The training was very intense. There were 16 arbitration advocate trainees selected from around the country. We all had two simulated arbitration cases that we had to prepare for and then put on for mock arbitrators. Each day was 12 to 14 hours of studying, training and homework. Thank you to Branch 2184 President Mark Judd, Vice President Joe Golonka, and to National Business Agent Pat Carroll and his office for working with me during the years past to prepare me for this opportunity to serve as an Arbitration Advocate for NALC.

Safety

School is out and children are out playing on our routes. As letter carriers, we always have to be aware of our surroundings. Carriers should especially beware of the kids riding bikes and running,

cutting through parked cars on our routes. Always make sure that you are NOT backing up. Kids like to play hide and seek and your mail truck is a perfect object to hide behind. Likewise, our adult customers often come out and get their mail on mounted routes just after you have delivered to their box, so please don't back up and have an accident, possibly injuring someone. Take the time to stop, turn the vehicle off and dismount if you have to go back to the box for something.

One of the cases I worked with during Arbitration Advocacy Training was a run-away, roll-away vehicle case. This was a real case where a carrier parked his LLV on a residential street on his route and failed to curb his wheels and engage his parking brake. This carrier was put up for removal because the LLV somehow slid down the street during a heavy rainstorm while the carrier was doing a relay. The LLV hit a car with two occupants in it and caused injuries to the occupants and damage to their vehicle. So please, always remember to curb your wheels and engage your parking brake when doing park and loop deliveries. Never leave the Postal vehicles running for any reason if you are not in the driver's seat. We want this summer to be safe for everyone.

Customer Connect

Since mid-2003, letter carriers have successfully used Customer Connect to take advantage of their special relationship with businesses, encouraging business patrons to ship with the U.S. Postal Service instead of a private delivery service. As of the week ending June 5, 2015, the Customer Connect program is only \$22,112,257 shy of the **\$2 BILLION** milestone. Your lead could be the next lead that turns into a sale that puts the program over that \$2 BILLION dollar mark. There is still so much untapped potential business out there on our routes and in our everyday lives. To submit a lead, make sure that you speak with someone in the business that you are dealing with. Ask them if it is okay to have someone contact them from the Postal Service if they are interested in growing their business and/or

saving money on their shipping costs. Write down the contact info on a lead card, and turn the lead card into your Customer Connect Coordinator, supervisor or your shop steward. They will make sure that the lead gets put in.

Even if that lead doesn't turn into a sale for our employer, your participation in the program may get your office a breakfast on the Detroit District. Every quarter, the Detroit District has a Customer Connect Telecom where each office in the district has a management rep and a carrier coordinator or NALC steward on the telecom. The Detroit District reviews carrier participation in the program for each office. The offices with the most increased carrier participation in each office size, (level 18-20 offices, level 21 offices, level 22 offices, and level 24 offices), wins a breakfast on the District for that quarter. If you would like to know how to participate in the program, see your customer connect coordinator, shop steward or supervisor for details. Good Luck!

COLCPE

We are still signing carriers up for COLCPE, (Committee on Letter Carrier Political Education) over the summer months. There are constant attacks against our jobs with proposed legislation occurring nearly every day. Do your part by lending a hand in the fight against legislative attacks on your jobs and on retiree pensions by contributing to COLCPE today. We are asking that you sign up for the "GIMME 5" program. If you need assistance in signing up for COLCPE "GIMME 5", call the Branch 2184 office at 313 295 1640 Monday thru Friday, as late as 7pm on some days. President Mark Judd or myself are often there burning the midnight oil. A branch officer will be more than happy to assist you. If you would like to donate annually, you can write a check for \$130 and send it directly to the branch. Your name will appear in the next issue of the BRANCH 2184 Speaks. The job you save just may be your own.

CCA Uniform Bank

Thank you to all that have donated to our Branch's CCA uniform bank in the past. Our new CCA brothers and sisters have benefited greatly from your generosity. With the summer months in pro-

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EVP Report

gress, we still need your slightly used rain gear and summer uniform clothes. If you have clothes and gear to donate, just bring in the clothing to your office and give to your NALC stewards. They will make sure that your donation gets to the union hall. If you are off work and in the area, just stop and bring in the donated items yourself. Have a cold water or pop and say hello to your branch officers. We always love to see you. Thank you in advance for your donations and again, thank you for making the program a success!

On behalf of all the officers here at Branch 2184, we wish you and your families a safe summer. Don't forget that our next branch membership meeting is Wednesday September 2nd, 2015 at 7:30pm here at the Branch 2184 office.

In unionism,

-- Walt McGregory

Executive Vice President

VP's Report

The Union Label

In the previous issue of our Branch publication I discussed the importance of separating the United States Postal Service as an entity from its various levels of management, noting that our loyalty to the USPS should be essentially unconditional even while our loyalty to its management representatives should be *very conditional*. Separating a specific component of something from the larger and more general depiction of it is in fact and important distinction to apply to all matters of life and living. We live in a world where all too often choices are improperly framed as an either/or proposition. Yet, in many if not most instances the choices proposed are false and limiting. Overly simplistic, distorted, and inaccurate conclusions and labeling are the usual results.

For example, we often hear the question "are you a cat person or a dog person?" For me those are

false choices, because my answer is *both*. I am quite fond of both cats and dogs. Moreover, even where a clear preference exists, most choices are not absolute and are often nuanced in nature. The devil really is in the details. As another example, my personal politics are decidedly liberal in nature and have steadily become more so with age, education, and life experience. However, that does not automatically place me in what is popularly defined as the liberal position on every issue. The better approach to everything is always to be asking questions, always to be seeking different or more detailed information. Those that claim that theirs is the only answer usually have something to hide.

There is, however, one label that I wear and flaunt without any question, nuance, or reservation, and that is the UNION label. The precepts and principles of unionism are clear and unambiguous, and each is integral to my personal philosophy of life. There is nothing vague or equivocal about any of them, and in many ways a heartfelt embrace of unionism transcends the need for labels or political ideology.

Branch 2184 Web Site

www.nalc2184.org

Retirement Publications
Scholarship Application
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

Union Goals

During the past several decades the Postal Service has promoted a number of internal policies and programs, most of which were and still are nothing more than meaningless "process management" gobbledygook. A pertinent example is the so-called "voice of the employee" which never has been and likely never will be an actual means of sincerely obtaining useful input from those that actually have real jobs within the Postal Service. Instead the information trumpeted as a "voice" of the employee is merely more self-serving and numbers-based nonsense that has no intrinsic value whatsoever for those who actually do the work of the organization.

Perhaps the silliest and most widely mocked USPS policy idea ever concocted was promoted during the middle and late 1990s, when they came up with their insipid and patently absurd "I know my goals," mantra, which was plastered on posters and banners in Branch 2184-represented offices. The (failed) intent was a dubious and transparent effort to get craft employees to buy into management's numbers-obsessed agenda by selling this phony agenda as a series of motivational employee "goals." In response, I wrote an article for our union paper titled "I Know My **Union** Goals." It is always timely to review some of these.

MY UNION GOALS

I will perform ALL of my letter carrier duties each day in a safe, sane, and professional manner.

I will perform my duties conscientiously but will NEVER allow myself to become intimidated or work in an out of control manner.

I will engage in NO action and speak NO words that could cause harm to any Union Brother or Sister.

I will act faithfully as my Union Brother and Sister's keeper, knowing that an injury to even ONE letter carrier truly is an injury to ALL letter carriers.

I will seek to learn the provisions of our Collective Bargaining Agreement and will challenge management's violations of the Contract whenever they occur.

I will refuse to engage in "deals" with management that violate the Contract and the rights of my Union Brothers and Sisters.

I will consistently work towards the common good of ALL letter carriers and letter carrier families.

I will seek to promote the interests of the NALC and the Union movement, and work to defeat the agenda of the enemies of American workers.

Many, if not most of these Union goals can be and should be applied to all aspects of life and living. The Union Label and all that it represents is not just a workplace and labor philosophy. It is also who we are and as well as what we are. As a direct result of this, our nation and our world are very much the better.

-- *Joe Golonka*
Vice President

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 **Patty Schilling** (Westland), **Robin Douglas** (Westland), **Donna Rushlow** (Dearborn Heights Retired), **Fran McGuckin** (Taylor Retired), **Carol Macieczni** (Dearborn Main Retired) for their donations.

Lets make our new members feel welcome.

For more information call -- 313-295-1640

Recording Secretary's Report

Double Dues

When members of one Postal Union transfer crafts and wish to join their new crafts union and cancel membership into the losing craft union, there are specific steps that need be taken. I have received a couple notices in the past couple months of new members being charged NALC dues as well as still having dues from a former craft union deducted. The procedures used by each union are different; we will focus on employees transferring from another craft to the Letter Carrier craft.

1. Stewards, when approaching new employees to join the NALC, should ask the new employees if they have transferred into the letter carrier craft from another craft. If the employees states "yes" and is joining the NALC, ask them if they wish to have the dues from the other union canceled. If the answer is again "yes", provide the employee with Form 1187 **and indicate at the top of the form "Transfer from _____ (APWU, NPMHU, or NRLCA), please cancel dues"**.

2. The first step in processing the application is normally at the local branch level. The 1187 is sent by the Branch Recording Secretary to NALC Headquarters Secretary-Treasurer and Human Resources Shared Service Center for further processing.

3. Upon receipt of the Headquarters copy of Form 1187 with the notation as stated above, The office of the NALC National Secretary-Treasurer writes to the "losing" union, stating the employee is now a city letter carrier belonging to the NALC and has requested cancellation of dues to the union representing his/her former craft.

4. A copy of the letter to the "losing" union is put in a pending file until the NALC headquarters receives correspondence stating the pay period the employee's dues are being canceled. This cancellation of dues to the former union will most likely take

4-5 pay periods to go into effect.

If a member has been charged double dues they may seek reimbursement of the dues paid to the "losing" union during the time period NALC dues were being withheld. The reimbursement of dues would be from the "losing" union. If you need to seek reimbursement for double dues, call the branch or talk to your steward. You will need to provide copies of all paystubs you are requesting reimbursement, showing the double dues withheld.

Of note: In some cases however, there are employees who will choose to keep membership in the union with their former craft AND join the NALC. The different unions offer certain benefits to members, for example health care plans.

Employees should keep copies of all forms and correspondence and confirm correct deductions by reviewing their bi-weekly pay stubs. Any errors in dues withheld should be brought to the immediate attention of their union representative.

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, 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 Headquarter of any significant changes in your information.

K.I.M. Regional Training Seminar

The annual K.I.M. Region seminar is being held this year in Merrillville, IN October 10-12, 2015. As Recording Secretary, I am responsible for registration and other arrangements for those Stewards and Branch Officers attending the seminar. Please contact me through the hall to inform me if you are attending the seminar no later than August

20, 2015. I will need you to make your class selections and discuss with you the other arrangements surrounding the seminar.

Food Drive

In closing, I would like to thank all the Office Food Drive Coordinators for their efforts to make the 2015 Food Drive another success. I would like to add another big thank you to all you Letter Carriers for your help and support collecting the needed food for our surrounding communities.

-- Casey Pennington
Recording Secretary

Sick Leave It's Not That Complicated

An indirect but unfortunate longer term consequence of the September 11, 2001 terrorist attacks has been the widespread misuse and weakening of the word "hero." The English word now in use has origins in both ancient Greek and Roman culture, popularly used to describe someone possessing extraordinary courage, especially as demonstrated in a noble cause on behalf of others. Letter carriers, including some members of Branch 2184, have often engaged in truly heroic actions while in the performance of their duties. These letter carriers, along with the genuine heroes of 9/11 and other terrorist attacks such as police and firefighters have been dishonored somewhat, in my opinion, by the subsequent widespread misapplication of the term to non-heroic actions and individuals.

The Postal Service has never been an organization to pass up the opportunity to misapply something, or so it often seems. Unfortunately they jumped on the opportunity to blatantly, even embarrassingly misuse the term "hero" just a few years after the 9/11 attacks. Some of you may remember their "sick leave heroes" designation (yes, Postal management really did "go there"). The alleged intent was to recognize employees who had used little or no sick leave for various periods of time.

As Branch 2184 Executive Vice-President at

the time I sharply criticized the extremely inappropriate and disrespectful misuse of the term "hero" in this manner. In return I caught some flak from management and also from a few others who apparently felt that being lucky enough to avoid illness or off the job injury for significant periods of time was actually something "heroic" in nature. Although I understood the intent of the Postal Service program was to recognize regular attendance at work, and in fact such recognition is common in many organizations, their misapplication of the term "hero" in this instance was both troubling and quite tone deaf in nature.

Sick leave is in fact a valuable work benefit, serving as protection from financial harm if significant illness or off the job injury does occur, and also providing a small but tangible benefit of additional service credit for calculating annuities at the time of retirement. Additionally, management does have the right to expect employees to come to work on a regular basis. However, the accumulation of a large sick leave balance over time is much more a matter of good fortune than anything else.

More than 36 years as an active city letter carrier I personally dealt with two significant medical issues, one near the beginning of my USPS career and one near the end of my career. However, during more than 30 years in between those issues I was fortunate enough to seldom experience anything more than a few generally minor respiratory illnesses, and thus was able to accumulate a large sick leave balance before retiring. The additional service credit meant a small addition to my monthly retirement annuity, but I did not plan for that and I never hesitated to use my sick leave when it was clearly necessary to do so.

Yes, there are a few that will attempt to come to work no matter how ill or debilitated they are, but again there is nothing even remotely "heroic" about such behavior. First, such employees do themselves no favors by risking even more serious illness or injury attempting to perform letter carrier work when this is clearly not appropriate for their condition.

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Sick Leave

Even worse, letter carriers that are working while significantly ill with contagious diseases are selfishly exposing their coworkers as well as hundreds of postal customers to infection with everything that they touch and every place that they go.

In reality, it is Postal Service management that unnecessarily complicates the otherwise straightforward subject of sick leave. A USPS employee is either unable to work because of illness or off the job injury *or* they are able to work. It's really that simple. In some situations an ill or injured letter carrier can actually work with just some short term accommodation. However, management generally is reluctant to provide such accommodation - which is another shortsighted policy on their part.

In summary, sick leave has been relentlessly attacked and redefined by USPS management as something insidious, even evil. It is nothing of the sort. Sick leave is an important and valuable benefit of Postal Service career employment, to be used when needed. There is nothing mysterious or complicated about it. It's best to always keep it that way.

-- Joe Golonka,
Vice President

Contract Corner:

Q: I have reason to believe that management altered my clock rings and deleted some of my work hours. What should I do next?

A: Letter carriers that have reason to believe that management has altered or deleted their work hour data should immediately request to meet with their steward so that this can be investigated by the union. When meeting with your steward, provide them with as much information and evidence as possible that supports your concerns. Unfortunately, wage theft committed by Postal Service management by altering and deleting employee clock ring and work hour data has long been and still is a widespread problem throughout the United States. Over the years we

have discovered and effectively responded to a number of documented instances of wage theft committed by management in several of our Branch 2184-represented offices, resulting in thousands of dollars of stolen wages returned to our members. However, it is all but certain that we have not caught them every time. **That is why your own vigilant monitoring of work hours on a daily basis is essential.**

Time clock and work hour fraud and wage theft are very serious offenses, but the history of this matter clearly indicates that Postal Service management is *only* concerned about this if they think that it was committed by a letter carrier or other craft employee. USPS management personnel caught engaging in employee wage theft or work hour falsification are typically not held accountable in any manner for their actions. "Making the numbers" gets them rewarded and promoted; stealing from those that actually do the work is irrelevant to this single-minded obsession. Despite the obvious double standard of accountability in this matter - just as is the case with many other examples of management misconduct, the most effective response by letter carriers to wage theft committed by management is still diligence and careful attention. Ultimately it is you that must protect your pay from being stolen by overzealous management.

Q: Can a letter carrier trade vacation weeks with another carrier in that office?

A: No. In Branch 2184-represented offices, the exchanging of leave weeks is expressly prohibited by the provisions of our negotiated Local Memorandum of Understanding (LMU) with the Postal Service, specifically Item 4, section 4(c). This prohibition exists to prevent the circumvention and abuse of letter carrier craft seniority rights by virtue of inside "deals" made between individual letter carriers in a station. Additionally, nothing within the pertinent Contractual language in Article 10 of the USPS/NALC Collective Bargaining Agreement or within the USPS leave rules defined in the Employee and Labor Relations Manual (ELM) subchapter 510 allows for or even makes mention of the trading of va-

cation weeks.

Of overriding significance, the attainment of craft seniority and associated benefits is an essential and critical aspect of any union-represented work environment. As such, many of our nationally and locally negotiated leave rules have a specific seniority-related component to them. If the union negotiated or allowed leave provisions or local practices that could ultimately be used to circumvent the value of craft seniority – such as the trading of vacation weeks, it would be contrary to the entire purpose of seniority to begin with.

Q: I bid on a new assignment and my supervisor told me that I had ten days to learn the assignment or I could be removed from it. Is that true?

A: No. There is nothing even remotely true about what the supervisor told you. The applicable Contractual language in this instance is found in Article 41, section 3.F of the NALC/USPS Collective Bargaining Agreement, which states that: *“A newly appointed carrier or a carrier permanently assigned to a route with which the carrier is not familiar will be allowed a reasonable period to become familiar with the route and to become proficient.”* Of paramount importance, there is NO existing negotiated or arbitrated definition of “a reasonable period,” and this can and will vary considerably depending on the complexity of the assignment and experience of the carrier. Thus, it takes what it takes to learn a new assignment – period.

Under NO circumstances can any letter carrier *ever* be removed from his or her bid assignment merely because management feels that they allegedly are not “proficient.” In fact, there are only two relatively uncommon circumstances where a letter carrier can *ever* be removed from a bid assignment. The first is when a letter carrier holding a fulltime assignment subsequently develops a medical condition that impedes their ability to do all of the duties of the assignment *and* management receives medical documentation from the employee’s physician that the condition is “permanent and stationary” and thus will prevent the carrier from ever returning to the full du-

ties of that assignment. The second circumstance is when a carrier has been detailed to a higher level assignment (most commonly a 204-B position) for more than four consecutive months. This will be addressed in a future “Contract Corner” question.

ROUTE REVIEWS (CDRAAP) EXCERPTS FROM M-01845 STAND UP TALK

The following information is from the latest USPS/NALC Memorandum of Understanding pertaining to the 2014-2015 City Delivery Route Alternative Adjustment Process (CDRAAP); document M-01845 from the NALC Materials Reference System (MRS).

“The local office contacts can request a route adjustment review within 90 days following the implementation of the initial route adjustment. Either local office contact can initiate a review by completing a review request form. If the district lead team determines a follow-up is needed, the district lead team will either conduct the review or assign it to a route evaluation team. The team completing the evaluation will use days 30-75 after the initial route adjustment to evaluate all routes in the zone and adjust those needing adjustment.”

What this means is that if during the 90-day review the data from your route shows that you had a poor adjustment, you may get an add-on or relief, whichever is appropriate. If you have any questions or concerns about your route adjustments, ask to see your local office contact.

-- Dave Reise

Branch 2184 Route Inspection Officer

Detroit District Route Adjustment Team

**OUR ADVERTISERS ARE
YOUR FRIENDS**

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

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

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- ✓ 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

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- ✓ Michael Bergin (R)
- ✓ Peter Borella (R)
 - ✓ James Bryant
 - ✓ Mark Cornett
 - ✓ Sherry Garcia
 - ✓ Joe Garcia
 - ✓ Mark Judd
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick Lelental
- ✓ Melvin MacDonald
- William Mather (R)
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- ✓ Rosemary Miller
- ✓ Karen Regentik
- Brian Rodden (R)
- ✓ Darren Smith

- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)
- ✓ Steven White

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- ✓ Jim Hales
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- ✓ Richard Ramsey
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- ✓ Christopher Tostige
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- ✓ James Wolstencroft

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- Betty Karsten
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GIMME 5

Protect your job "Join COLCPE today!"

Call 313-295-1640

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

R - Indicates retired members.

Committee On Letter Carriers Political Education (COLCPE)

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.

Attend Your Branch Meetings

Next meeting is September 2nd

Retirees Meeting on September 9th

Allie Brothers Uniform Store

"Family Owned and Operated"

- ◆ Complete inventory of postal uniforms and shoes
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- ◆ Open Thursday until 8:00 p.m.

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)

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Customer Connect

Congratulation to the following Branch 2184 carriers who turned in customer connect leads which turned into sales.

James Crossey (Plymouth) \$135,200.00
Ali Sobh (Plymouth) \$18,408.00
Mary Bommarito (Westland) \$7,929.00
Christina Scott (Canton) \$847.00
Michele Szafran (Taylor) \$4,320.00
Felicia Bryant (Westland) \$3,500.00
Robert Parisi (Taylor) \$273.00
Dawn Zachos (Westland) \$1,750.00

Through Customer Connect, letter carriers are taking advantage of their special relationships to encourage business customers to use USPS instead of private delivery services.

Since the startup in mid-2003, letter carriers have generated more than **1.92 billion** in new revenue.



Branch delegates at the MISALC State convention with National Officers Myra Warren (front row center), NBA Pat Carroll, and RAA's David Mudd and Troy Clark.

September 7th 2015

Labor Day Holiday



Brookfield® Uniforms

Serving the Postal Industry for Over 40 Years

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- Brookfield replaces uniforms lost due to fire and natural disasters!
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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) 313-386-4037 (fax)

Branch 2184 2015 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 2015.**

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 28, 2015**

Branch 2184 - 2015 Food Drive Results

Office	2014	2015
Belleville	11,183	12,108
Dearborn Main	11,500	6,000
Dearborn Annex	29,668	14,997
Dearborn Heights	5,200	10,750
Dundee	2,144	2,700
Flat Rock	5,680	6,125
Grosse Ile	2,439	2,205
Inkster	29,197	4,033
Lincoln Park	21,342	23,529
Monroe	12,028	21,905

Office	2014	2015
Northville	17,000	21,000
Plymouth	18,200	23,048
Rockwood	5,500	4,914
Taylor	32,000	35,000
Temperance	10,458	6,784
Trenton	20,000	11,000
Canton	27,000	21,107
Westland-Wayne	22,578	33,578
Ypsilanti	32,401	32,294
Grand Total	315,500	293,290



BRANCH 2184 • WESTERN WAYNE COUNTY, MI
 NATIONAL ASSOCIATION OF LETTER CARRIERS • AFL-CIO
 6969 Monroe
 Taylor, MI 48180

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