



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2016

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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:

Next Meeting
Sept 7th, 2016
(7:30 p.m. - Union Hall)

Retirees Meetings:

Next Meeting
Sept 14th, 2016
(12:30 p.m. - Union Hall)

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President's Report

Contract Negotiations Update

After what has been described as an "intense week of bargaining," the NALC and the USPS announced on May 20th that the bargaining period would continue past the expiration of our current contract. National President Fred Rolando issued a statement saying in part that the talks "have been productive and professional." While not ruling out the possibility of mediation and binding arbitration, Rolando said that "there has been tangible progress and both sides remain committed to attempting to reach a mutually acceptable tentative agreement."

According to his statement, some of the areas of focus during negotiations included wage increases for career and non-career letter carriers and improved career conversions rights for CCAs, as well as repairing and improving the environment on the work room floor. On a related note, the APWU (our sister union that represents USPS clerks and maintenance employees) has completed their binding arbitration proceedings. The panel of three arbitrators began deliberations on May 4 with a decision expected in 30 to 60 days. For further updates on our contract negotiations go to nalc.org.

Conversion Congratulations!

Congratulations go out to our latest class of CCAs that were recently converted to career status. On May 13 the Branch 2184 office was notified by the district complement committee that 29 of our CCAs would be converted to fulltime career status on May 28. This group was the largest one day conversion to career status that the Branch has ever had. So now comes the fun part, as each newly converted career letter carrier has received or should receive a very large Blue Book in the mail from the USPS Human Resources Shared Service Center, or HRSSC. This blue book contains important information regarding benefits that are now available to career employees. Our new career regulars are urged to

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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.....	Heather Childers
.....	Bob Venning (alt)
.....	Kristie Nelson (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

please take the time to read it carefully.

The most important of these of course, is health benefits. As career employees, you are eligible to enroll in the Federal Employees Health Benefit program or FEHB, and you must enroll within 60 days from the date of your career appointment. Another important benefit that is available to you and for your family is life insurance. Life insurance is provided through the Federal Employees' Group Life Insurance Program or FEGLI. As a new career employee, you are automatically covered for Basic Life Insurance which is your annual salary plus an additional \$2,000. There is no cost to you for this basic insurance plan; however you can purchase additional coverage if you so desire for yourself or for eligible family members. You have 31 days from the date of your appointment to enroll in any optional life insurance coverage.

The next benefit you should very much take advantage of is the Thrift Savings Plan or TSP. If you were hired after July 31, 2010, the Postal Service has automatically enrolled you in the TSP, and 3% of your basic pay is deducted each pay period and is deposited in your TSP account. You will also receive a 1% automatic agency matching contribution. I would encourage you to put in at least 5% into the TSP because the USPS matches you dollar for dollar on the first 3% and .50 cents on the dollar for the next 2%. When all is said and done the 5% you put in is matched with a free 5% from our employer.

Be aware that here are consequences for failing to sign up in a timely manner. Failure to sign up for health benefits within the initial 60-day time period means that you will have to wait until later in the year for open season selection (November - December). If you do not sign up for the life insurance in a timely manner, then you will not be automatically given the opportunity to sign up for additional insurance with a value of multiple times your rate of pay. There will not be another opportunity to do so unless there is a FEGLI open season (which

occurs very infrequently) or you incur certain "life changing events" such as marriage, divorce, death of a spouse, or birth or adoption of a child. If you still have questions please contact your steward or call the Branch 2184 office for help.

In Memoriam

It is with great sadness that I report the passing of two 60-year members from our Branch. On May 9 we received a call at the Branch office from Donna Adams informing us that longtime Branch 2184 President Dick Adams had passed away the day before. It was during Dick's time in office that the Branch grew from its humble beginnings of Dearborn and Dearborn Heights into the Branch we are today. During his tenure



Richard R. Adams

Brother Adams was responsible for undertaking the negotiations with 12 other existing branches/cities to form the core of what is now Western Wayne County Branch 2184. Dick was also the driving force behind the purchase of the Branch property and Union Office. While

Dick has been retired through my time in office, he never hesitated to stop by to chat or to call and let me know what was on his mind, whether it be about the working conditions of today's letter carriers or the delivery of his mail or the condition of the building and grounds he loved so much, or just to find out how I was doing. As Dick grew older his trips to see me became fewer and his phone calls less frequent. Dick's last official visit to the Branch was when he received his 60-year pin back in September of 2014, where he regaled those in attendance with stories of the past. Dick was 87 at the time of his passing.

On May 23, I took the call informing me that 60-year member and former longtime steward in Trenton Dick Taurence had passed on May 21. Brother Taurence was another colorful character from times gone by; a Union man, a steward, a loving family man and a former Marine and proud of it.

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Presidents Report

Dick was an active member of our retirees group and regularly attended our monthly retirees meeting, swapping stories about the past and offering opinions on today's post office. Brother Taurence was 89.

On behalf of the members of the Branch and our Executive Board I would like to extend our deepest condolences to Donna and Helen and their families. Two more of the Greatest Generation's finest have left us, but rest well in the knowledge that their contributions to the Branch will never be forgotten and that heaven has just picked up two more stewards to advocate on our behalf.

-- Mark Judd
President

EVP's Report

Stay Safe In The Heat

With the summer months upon us, remember to be careful and stay hydrated while delivering mail in the heat. If your supervisor asks "why did you take additional breaks" when it is hot outside, merely respond by saying "I was working safely"! Management will normally back off of you when you tell them about working safely in extreme weather. If your supervisor disciplines you or even threatens discipline for working safely by taking needed breaks to cool down and stay hydrated, ask to see your steward to file a health and safety grievance, as well as an immediate grievance in response to any discipline. Your health and safety is the most important delivery you can make; getting back to your family every day after delivering the mail for the Postal Service.

Here are a few tips to prevent heat related illnesses and fatalities:

1. Drink water every 15 minutes, even if you are not thirsty.
2. Rest in the shade to cool down.

3. Wear a hat and light-colored clothing.
4. Learn the signs of heat illness and what to do in an emergency.
5. Keep an eye on fellow workers.
6. "Easy does it" on your first days of work in the heat. You need to get used to it.

NALC endorses Hillary Clinton for president

Fredric Rolando, president of the National Association of Letter Carriers (NALC), released the following statement regarding the NALC Executive Council's endorsement of Hillary Clinton for president of the United States:

"Following a tremendously hard-fought primary process, NALC is proud to endorse former Secretary of State Hillary Clinton to serve as the next president of the United States."

Now this is just a piece of information; you have the right to vote for who you want in the general election. This is who our Union's Executive Council has chosen to endorse based on the records of the candidates that pertain to letter carrier issues. **You should always exercise your right to vote no matter who you vote for.**

I encourage you to check the records of both candidates and see who has the best interests for letter carriers and their families. That is the candidate you should be voting for.

Congratulations to the 29 CCAs Converted to Full Time Regular

This is a Qualifying Life Event (QLE) for our 29 Brother and Sister CCAs that were recently converted to Full Time Regular in Branch 2184. You have sixty days (60) to choose your medical benefits and to update your TSP options. You have thirty-one (31) days to choose your Life Insurance options. When converting from a CCA to a Full Time Regular, you should soon receive in the mail a thick blue book from Human Resources (Postal Service) with all the necessary forms for you to fill out and return to the employer.

If you need assistance in filling out this paperwork, please call the Branch 2184 office and make an appointment with President Mark Judd or Health Benefits Representative Jim Powell. One of them will assist you with selecting the NALC Health Insurance.

CCA Uniform Bank

With the summer months upon us, we need your gently used uniforms and raingear. The Postal Service is constantly hiring new CCAs weekly and the uniform bank needs to be replenished. To contribute, please bring in your uniform donation to your office and give it to your shop steward. He or she will bring the uniforms over to the Union office and make sure that you get credit for your donation in the next *Branch 2184 Speaks*. Or, if you are in the neighborhood of the branch union office, stop in Monday through Friday as early as 8am and as late as 7pm. Have a cold pop or water with us while you are there.

CCAs that want to come and check out the items in the uniform bank should call and make an appointment (313 295 1640) so that we can make sure that someone is there.

Congratulations to all of our recent retirees from the Postal Service. Thank you for all of your service and dedication to our employer. We need those uniforms to be donated to the uniform bank now that you don't need them anymore. Thanks in advance for everyone's assistance in making our CCA Uniform Bank a continued success.

Annual 2184 Branch Picnic

Please be sure that you and your family are making plans to attend our annual branch picnic on Sunday, June 26. Mark your calendar. We still need volunteers for set up, picnic activities, and for clean up afterwards. If you would like to volunteer, please call the Union office at 313 295 1640 and inform any Branch officer what time you would like to volunteer during the picnic. See you there!

-- Walt McGregory
Executive Vice President

VP's Report

Don't Bully Those Ants

While out walking recently I came upon a father and his young daughter that were out enjoying the warm springtime sun. She was amusing herself by stepping on ants that she saw scurrying about, busily engaged in their ant business. As I walked by, I heard him tell her "don't bully those ants; pick on someone your own size!" While not debating the value of ants or the absence of such, I was struck by the early lessons of life and respectful interaction with other creatures (even insects) that he was teaching his daughter. Those lessons will be quite valuable as she grows into a woman and takes her place in the world of work and social interaction with all aspects of her life. Her future leadership potential was already being positively influenced by the wisdom and guidance of her father.

So what does this have to do with the Postal Service and letter carrier work? Quite simply – everything! There is not a better example of the vast philosophical and cultural differences between the Postal Service and the NALC, the labor union which represents all city letter carriers. The Postal Service consistently recruits and trains workplace *bosses*. By contrast, your Union consistently recruits and trains workplace *leaders*.

The Postal Service has long promoted an institutional culture of disrespect and antagonistic, bullying behavior toward those that do the real work of the organization. The results of the recent workplace survey conducted by the Gallup organization bear this out only too well. The work environment in the Postal Service was utterly trashed in the responses, with the USPS scoring in the very lowest percentiles in numerous categories, all of them directly related to the existence of widespread disrespect, arrogance and dismissiveness by its management corps. Now comes their latest pet program, something called "employee engagement," which immediately brings to mind the common expression about putting lip-

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VP's Report

stick on a pig. We've seen that insincere, patronizing nonsense before.

By direct contrast, the NALC will begin intensively training its 21st Leadership Academy class this summer. NALC Leadership Academy graduates are already guiding our Union in many local Branches, State organizations, and even National level positions. This includes our own branch's Executive Vice-President Walt McGregory. Branch 2184's current leadership team places a strong emphasis on recruiting and training not just work floor contract enforcers, but also those who will be work floor and Union leaders. We expect our representatives to wear the Union Label 24/7 and to be involved in every aspect of our work for letter carriers, both on and off the clock. Because of this internal emphasis on leadership, Walt is just the first of what will certainly be many future NALC Leadership Academy graduates from Branch 2184.

Thus, while the Postal Service continues to teach its management personnel to disrespect and bully letter carriers, the NALC will continue to seek out and guide those that are willing to do the work and make the commitment to be leaders, in both the workplace and in life. After more than 43 years of Union involvement, I have never been prouder of the NALC and of my Branch, and never more assured of our future success on behalf of all letter carriers.

The Myth of "Undertime"

Postal Service City Letter Carriers are quite familiar with overtime in the workplace, although often a bit less familiar with all of the accompanying pay rules and the contractual rules for assigning overtime work. The concept of overtime pay in America was established long ago through the struggle, diligence, and perseverance of the Labor Movement and the blood, sweat and tears of our Union forebears. Unions in America are directly responsible for the 8-hour work day and 40-hour work week as well as for laws that require premium pay rates for hourly workers beyond those thresholds. Like any-

thing that is of economic value and benefit to American workers and their families, overtime laws are constantly under attack by the Republican Party and conservative political interests, who are always looking for ways to cheat workers out of fair pay. That just another example of what is at stake in the forthcoming National elections in November.

The rules for assigning letter carrier overtime work are negotiated by the NALC with Postal Service management and are found in Article 8 of our Collective Bargaining Agreement. The Union's contract enforcers, better known as your stewards, must quickly become quite familiar with Article 8. This is because historically about one out of every three grievances in Branch 2184-represented stations involves some aspect of the assignment of overtime work. Article 8 is one of the longest and most complex Articles in the Contract, yet it is one of the first that an NALC steward must learn and be ready to consistently enforce.

Over the years Postal Service management has come up with an odd-sounding term that is not nearly so widely used or understood. Perhaps this is because unlike overtime, the term "undertime" is not recognized as part of the English language. It does not appear in any dictionary and if you try to type it, any word processing program's spellcheck function will flag it. Type "undertime" into a text message and the auto-correct function will change it into something much different (I recently tried this and got "thunderstorm" and then "underdog"). There are no existing contractual or legal descriptions of "undertime" because the term is actually just a myth and is not a tangible workplace concept.

All fulltime Postal Service career letter carriers have an eight-hour reporting pay guarantee, which means that upon clocking in they must be paid for eight hours. This contractual pay guarantee has nothing at all to do with actual daily workload or management's (often delusional) opinions about this. Whereas overtime work in excess of eight hours is governed by specific premium pay rules, all fulltime career letter carriers must still be paid a full eight hours of straight time wages *regardless of what man-*

agement thinks is necessary to complete their assignment.

Of course, postal management uses the phony "undertime" canard as an integral part of their bogus computer based DOIS workload estimates in order to create an excuse for assigning additional work to letter carriers, work that can allegedly be performed within the construct of an eight-hour day. However, even in the uncommon instance when a fulltime letter carrier actually can complete all of the duties of their regular assignment in less than eight-hours, the proper maintenance of any letter carrier assignment requires additional duties involving everything from properly endorsing and redirecting undeliverable mail to maintaining customer holds and related office work.

While overtime is real and is well-defined both legally and contractually, the wholly contrived term "undertime" simply does not appear in our Labor Contract, or in any USPS handbook, manual, or work rule, and it's not even a real English word. It's best to just use your internal "delete" function whenever you hear this management gobbledeygook.

-- Joe Golonka
Vice President

CCA Talk

As of May 28, 2016 I was converted to a full-time position! I will be continuing to write this CCA Talk article even though I'm full-time. Many CCAs wonder what happens after conversion to full time. First off, you have more health care options. After becoming career you have 60 days to apply for health care. Once you apply for it you are covered within those 60 days as well. You should also develop a Thrift Savings Plan (TSP) at any time after your conversion using LiteBlue.com. The TSP is a retirement fund that you can contribute up to 35% of your wages toward. Your employer also matches what you invest into TSP, up to a maximum of 5%. Also be aware of when you make regular you are now guaranteed 8 hours pay a day, rather than the 2

or 4 hours that CCA's are guaranteed.

After conversion to Full-time you have a **90 day qualification period** where you are not permitted to use annual leave. Even if management approves annual leave, the system will not allow them to give it to you! Be extremely careful that you know when your qualification period is over. If you are converted to career within your first 360 days (lucky you!) you will have to serve another 90 day probationary period. Pro tip: If you are worried about serving another probationary period you can always refuse the promotion until your 360 days are up. Once you have completed one 360 day term as a CCA, management **cannot** put you through another probationary period.

The probationary period and qualification period differ because the qualification period just concerns the right to use annual leave, while during the probationary period you are in the position of trying to protect your job again. For anyone that is wondering how the conversion process to full-time works, please read Memo M-01877, Memo M-01834, and Contract Articles 41.1.A.1, and Article 41.2.B.6, which can be found at NALC.org. If you feel that your office is not following the correct conversion procedure after reading this material, please contact your shop steward immediately so they can investigate and process a potential grievance in a timely manner.

Now summertime is rolling in, and the weather just seems to be getting more extreme as years go on. As a CCA you must be proactive with taking care of yourself and knowing your body's limits. First off, DRINK WATER! I am telling you from experience; I was a monster energy fiend my first summer at the post office until I became aware that I was dehydrated and was putting myself in danger each day. Know the signs of dehydration: thirst, dizzy spells, dry mouth, etc. You have the right to take as many reasonable breaks that you need, especially during extreme weather; just remember not to abuse that right. Something that I've done for years to keep myself cool working outside is wrap an Ace

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Richard R. Adams (1929-2016)

Longtime Branch 2184 past President and 60-year NALC Gold Card member Richard (Dick) Adams died on May 8 at the age of 87. Dick was Branch 2184 President for more than twenty years. His wisdom and foresight was directly responsible for the rapid growth of our Branch during the 1970s and 1980s into the thriving NALC entity that exists today. In fact, although Branch 2184 has a 92-year history of Union activism, Dick Adams was in many ways the true founder of our current NALC Union Branch.

Branch 2184 received its NALC Charter in November 1924, and until 1972 our branch represented letter carriers working in Dearborn and Dearborn Heights. Under Dick's leadership, we initiated a series of mergers with neighboring NALC Branches, beginning with the Inkster Branch on September 1, 1972. Other local branches that existed in Lincoln Park, Plymouth, Taylor, Trenton, and Wayne/Westland also merged with Branch 2184 during the next several years, with additional mergers occurring thereafter.

As a result of Dick's insightful strategy we grew into the second largest NALC Branch in Michigan. Because of this, Branch 2184 has always had the necessary resources to provide topflight representation and member services. Our stewards are provided with every possible training opportunity and with all material necessary to fully defend letter carrier rights. The Branch 2184 office is also able to provide comprehensive assistance with retirement, injury compensation, and other matters that are helpful for our members and their families.

Dick Adams and other Branch 2184 leaders were also responsible for planning and negotiating the purchase of our Branch office building and property in 1982, which has since provided great value and resources for the Branch and its members. However, perhaps the most enduring of all of the many good things that Dick Adams brought to Branch 2184 was his consistent focus on day to day contract enforcement in each of our stations.

Comprehensive steward training and access to every possible steward resource was an absolute priority for Dick. In fact, Branch 2184's stewards met weekly to ensure that every grievance and every issue was fully addressed. Dick also sent many of our Branch stewards for specialized and intensive training at the Labor College sponsored by Wayne State University and the University of Michigan. Our tradition of no-nonsense, detailed contract enforcement became a Dick Adams trademark and this legacy has proudly been carried forth in Branch 2184 for the past several decades. We are still among the very best at aggressively defending every letter carrier's contractual rights.

Dick's style was direct and sometimes even uncomfortably blunt, but you always knew where he was coming from. He also capably served the NALC as an arbitration advocate and in other capacities, and Postal Service management always knew that they were dealing with a formidable representative of the NALC when sitting across the table from Dick.

And thus we say farewell to our Branch 2184 Union Brother, Dick Adams. Rest well, dear Brother, in the knowledge that the traditions of uncompromising contract enforcement and Union solidarity that were started under your leadership some 50 years ago are continuing today, and are now in the hands of the next generation of Union leaders. And, oh yes - we will remember to lock the gate!

-- Mark Judd, Walt McGregory, and Joe Golonka

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.

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

May 2016

Patrick C. Carroll

Employee Engagement - Is It Possible???

In recent weeks some areas in the KIM region have been introduced to a program entitled "*Employee Engagement*" which involves the Postal Pulse 12 question survey. This concept is really the idea of Postmaster General Megan Brennan and it is based on the fact that we have some serious dysfunctional chaos with the culture in the Postal Service. That revelation is no surprise to most of us who have experience with the postal management. Recent results from the Postal Pulse survey clearly detailed the organizational tumor that has festered for years and the Gallup Organization which controls the survey analysis compared the survey data with other companies. The survey proves what employees have said for years and that is the USPS is a horrible, dysfunctional place to work. The "*Human Element*" has been gone from our workplace culture for a long time.

So what do we do now???

First of all, I think PMG Brennan is a leader that realizes there is a cultural breakdown in how employees are treated and how this company operates. Fact is I have had personal experience with PMG Brennan and find her to be a very pleasant woman who understands the need to treat people with respect and appreciation. (Her brother is a letter carrier). But you do not become the Postmaster General by being a push over either. She is a very smart lady who I think wants to fix the problems with environments on many workroom floors. She also understands that a change in culture cannot happen until Management at all levels lead by example and take ownership in the tone, atmosphere and environment in every postal facility in the country. In my discussions with Area Vice President Jakki Krage-Strako, she too shares the needs to change the culture of work-sites that do not operate in a respectful cooperative manner.

I do not believe there is any Union leader or rank and file letter carrier that would not want to change the adversarial environment that exists in many of our work sites. The daily abuse of people, both career and non-career, is completely unacceptable.

But here is where the success or failure will occur!

The seed to change the adversarial culture must be deeply planted by the PMG and her Executive Leadership team in the operation that occurs between supervisor and carrier on the workroom floor and it must be cultivated for continual growth. The reversal of our current dysfunction cannot be a short term, flavor of the month roller coaster ride that ends up at the same state as we are now-that being a horrible place to work. The manner in which people are treated will dictate how they in turn provide discretionary effort. When you treat carriers' right, you will have a positive productive workplace like we have in a place like Livonia, MI.

I have 42 years experience with the Postal Service and about 4 years now watching two family members in another company that has a culture diametrically opposite of that in the USPS. There is another way to run an operation. I just wonder and hope is possible for the USPS to "*Engage in Change*"???

Contract Negotiations

Our current National Agreement will expire in May 2016 and we continue to work towards a new collective bargaining agreement. Negotiations opened in Washington DC in February 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 weeks of March 20-25 and May 15-21, 2016. A great deal of work is involved in developing strategies for improvements in benefits and working conditions for all letter carriers. Time will tell but in the event we do not reach a negotiated settlement, we will be well prepared to head into interest arbitration.

School of Stewards (S.O.S)

In March and April we conducted a new steward training in three locations in Region 6 encompassing extensive steward duties. The four day workshop covered topics dealing with Article 8, 15, 16, 17, 31, issue statements, writing techniques, research modules, remedies, OWCP and a few other surprises.

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

Scanners

In my March NBA report, I expressed my frustration with the cumbersome practice of scanning 15 pieces of mail and multiple delivery points throughout the carriers' day. I have brought that problem to both the districts and Great Lakes Area management leadership. The Area claims to have no knowledge of the issue but now they do so let's see if they will do anything to fix the problems.

I was informed on Sunday May 8, 2016 by the Detroit District that the MDD's will be updated with safety alerts dealing with dog alerts, trip hazards, dangerous intersections. In addition, alerts will be available for delivery concerns and vacant delivery points.

I will get a briefing on how these functions will come thru the scanners and all carriers should receive training on these new functions in May. These latest updates have a little more value than scanning 15 pieces of mail numerous times during the day.

In Unionism

Patrick C. Carroll

National Business Agent

43456 Mound Road, Suite 501

Sterling Heights, MI 48314

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

BRANCH 2184 PICNIC

Saturday June 26th, 2016

**Delicious Food, Beverages, Children's Games, Pony rides,
Musical Entertainment, Dunk Tank, Moon Walk, Fire Engine Slide**

FREE to All Members and Their Families

12 to 6 - Branch Grounds - 6969 Monroe

Letter Carrier Political Fund Contributors

Belleville

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

Dearborn Main

- ✓ James Bryan
- ✓ 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
 - ✓ Mark Cornett
 - ✓ Sherry Garcia
 - ✓ Joe Garcia
 - ✓ Mark Judd
 - ✓ Thomas Klecha
- ✓ Roderick Leletal (R)
- ✓ 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 (R)
- 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 (R)
- 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 (R)
- ✓ 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)
- ✓ Frances McGuckin (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
- ✓ Dawnyelle Coure
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
 - Katrina Jones
- David Lehman (R)
- ✓ Walter McGregory
 - ✓ Ladonna Miller
- ✓ Edward Sikora (R)
 - ✓ 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 (R)
 - ✓ Randall Sano
- ✓ Michael Tredway



(Continued from page 7)

CCA Talk

bandage around my midriff to secure a frozen water bottle to my back. It looks funny but it does the job. Another tip to keep cool is making sure you have appropriate summer foot wear. It's crazy how much heat mail carriers keep in their feet and it's important to make sure that you have the correct summer footwear as well as the rest of your uniform in order to try to stay cool.

Also, please try to make it out to the Branch Picnic at 6969 Monroe Street Sunday, June 26 for some fun, food, and beverages! It would be wonderful to see everyone there!

With solidarity,
 -- *Samantha Hales*
Canton Shop Steward

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 **Jerry Chwalek** (Westland retired), **Mary Beth Gioia** (Westland retired), **Debra Louis-Gadova** (Westland retired), **Anna McCaig** (Dearborn Annex retired), **Mary Taylor** (Trenton) for their donations.

Lets make our new members feel welcome.

For more information call
 313-295-1640

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Contract Corner:

Q: How many hours can a Letter Carrier work in one day? In one week?

A: The answer depends first on the status of the carrier as either a fulltime career carrier or as a CCA. Maximum work hour limits for the fulltime career workforce are governed by the provisions of the Employee and Labor Relations Manual (ELM) section 432.2 and by Article 8, section 5.G of the Collective Bargaining Agreement. **Except in the month of December**, fulltime career letter carriers are limited to 12 total hours in a day and 60 total hours in a service week.

This weekly limitation of 60 total hours includes any sick or annual leave that is used during the work week, as well as any holiday pay. The daily limitation of 12 total hours also includes a half hour of mealtime, meaning that this is 11 ½ hours of actual work. **An exception applies to letter carriers that have signed the Overtime Desired List,**

who can work 12 ½ total hours including mealtime in order to maximize their ability to work overtime in accordance with Article 8 of the Contract.

Be aware that the 60-work hour weekly limitation for fulltime career employees that is defined above **does not apply to CCAs**. However, the 12-hour daily work hour maximum (including mealtime) **does apply** to CCAs. Finally, both career employees and CCAs receive both overtime and penalty overtime pay, as appropriate, depending on the specific fact/circumstances of their daily and weekly work. The specific parameters for overtime and penalty overtime pay will be further discussed in a future "Contract Corner" question.

Q: Management told me that approval of leave without pay (LWOP) is always at their discretion. Is that true?

A: No, that is not true. There are several situations where the use of Leave Without Pay (LWOP) is at the discretion of the employee and not management. The most common example is leave for absences



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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)

where there is an accepted and existing FMLA (Family and Medical Leave Act) claim. Sick leave, annual leave, or LWOP, or a combination of these can be chosen by the employee to cover an absence for their own FMLA-qualifying serious illness or off the job injury. Management has no say whatsoever in this determination.

In the instance of an accepted FMLA absence to care for a qualifying family member with a serious illness or injury, up to 80 hours annually of Sick Leave for Dependent Care (SLDC) can be used, per a NALC/USPS Contractual Memorandum on this issue and the Employee and Labor Relations Manual (ELM) section 513.12. Additional FMLA-approved time off beyond the Contractual SLDC entitlement in such situations is charged to LWOP or annual leave, again at the discretion of the employee.

Additionally, even where there is not an accepted FMLA claim, absences that qualify for sick leave but where the employee's sick leave balance has been exhausted can be charged to LWOP or annual leave **at the choice of the employee**, NOT at the discretion of management. This is per the provisions of the Article 10, section 5.B of the Contract and the Employee and Labor Relations Manual (ELM) section 513.61. In fact, we commonly catch management improperly taking an absent employee's annual leave in this situation without first obtaining approval from the employee and without first ascertaining his/her choice of leave to be used.

Also, letter carriers that are delegates to Union conventions can choose to use annual leave or LWOP (or a combination thereof) to cover absences to attend these conventions, per Article 24 of our Contract. Finally, be aware that in **most other instances** the granting of LWOP is at management's discretion, in accordance the provisions of the Employee and Labor Relations Manual (ELM), section 514.22.

Q: Management told me that I must wear the seatbelt in my postal vehicle at all times when it is in motion, even when driving in the post office parking and loading areas. Is that correct?

A: Yes, that is correct. Postal Service seatbelt policy, which is found in Postal Employee's Guide To Safety (Handbook EL-814, section 10.D.2) is as follows: *You must wear safety belts **at all times** when the vehicle is in motion. When driving a long-life vehicle (LLV) or the carrier route vehicle (CRV), you must wear the lapbelt and shoulder belt whenever the vehicle is motion. Exception: When shoulder belts prevent you from reaching to deliver or collect from curbside mailboxes, you may unfasten the shoulder belt, **but never the lap belt.***

Current USPS seatbelt regulations are also found in the M-41 Handbook (City Carriers Duties and Responsibilities), section 812.3. These same M-41 regulations further state: ***"When traveling to and from the route, when moving between park and relay points, and when entering or crossing intersecting roadways, all vehicle doors must be closed. When operating a vehicle on delivery routes and traveling in intervals of 500 feet (1/10 mile) or less at speeds not exceeding 15 MPH between delivery stops, the door on the driver's side may be left open. Do not finger mail while driving or hold mail in your hands while the vehicle is in motion. You must use mirror to check for pedestrians ahead, in back, and on both sides before placing the vehicle in motion."***

Unfortunately, Postal Service seatbelt and vehicle operation rules are frequently ignored by some letter carriers who are in too much of a rush to take the time to comply with them, thereby seriously jeopardizing their safety.

What's your hurry, anyway?

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

Call 313-295-1640

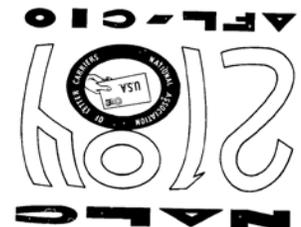
✓ Check mark indicates you are signed up for automatic contributions.

R - Indicates retired members.

GIMME 5

Branch 2184 - 2016 Food Drive Results

Office	2015	2016	Office	2015	2016
Belleville	12,108	9,320	Northville	21,000	19,850
Dearborn Main	6,000	9,683	Plymouth	23,048	13,000
Dearborn Annex	14,997	10,000	Rockwood	4,914	3,067
Dearborn Heights	10,750	13,000	Taylor	35,000	27,000
Dundee	2,700	2,950	Temperance	6,784	15,120
Flat Rock	6,125	4,200	Trenton	11,000	9,200
Grosse Ile	2,205	1,554	Canton	21,107	16,136
Inkster	4,033	2,100	Westland-Wayne	33,791	29,111
Lincoln Park	23,529	14,000	Ypsilanti	32,294	30,139
Monroe	21,905	18,881	Grand Total	293,290	248,311



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