

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2018

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Western Wayne County, MI
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:

July-August (no meeting)
September 5th
(7:30 p.m. - Union Hall)

Retirees Meetings:

July-August (no meeting)
September 12th
(12:30 p.m. - Union Hall)

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News & information

June 21, 2018

NALC's statement on OMB's proposal to privatize the Postal Service

NALC President Fredric Rolando criticized the Trump administration's Office of Management and Budget (OMB) proposal to privatize the United States Postal Service, which was released today.

"This report takes direct aim at numerous agencies including USPS under the guise of reforming and restructuring for the 21st century," President Rolando said. "The White House is making very clear that privatization of the Postal Service is its goal, despite the fact that the stakeholder meetings with the White House Postal Task Force are ongoing.

"NALC has long been committed to working with all of the stakeholders and not one has floated the idea of privatization except private shippers, who would love nothing more than to see the Postal Service dismantled.

"NALC had high hopes in engaging with this administration and its Postal Task Force to address the underlying issues facing the Postal Service, which stem from the 2006 mandate to pre-fund retiree health benefits. The NALC along with the other postal employee unions provided recommendations to the Task Force. We were hopeful that this administration was seeking real solutions to stabilize this agency with an 88 percent approval rating where veterans make up over 25 percent of its workforce.

"Now that we know that this administration and its Task Force will make recommendations on reforms to achieve OMB's privatization goals, NALC will work tirelessly with other stakeholders and Congress to oppose this faulty privatization plan every step of the way to preserve this public service."

Officers

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.....	Jacqueline McGregory
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.....	Kim Bumbul (alt)
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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.

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

EVP's Report

Former Transitional Employee Step Advancement

The branch has received numerous phone calls since May 26, 2018, from former TEs, former City Carrier Assistants (CCAs), now Full Time Regulars, wanting to know about when and how the TE step advancement will take affect? The simple answer is, all former TEs that became a CCA and who subsequently converted to full time regular prior to May 26, 2018, will be advanced in Table 2 of the letter carrier pay scale based on their length of service as TEs after Sept. 29, 2007. These carriers would receive between one and four steps on the NALC Table 2 pay chart. Again, this took effect on May 26, 2018 and the change would be reflected in the June 15, 2018 paycheck, not the June 1st, 2018 paycheck. Below is a chart reflective of TE service time needed for Step Advancement:

<u>Length of TE Service</u>	<u>Additional Steps</u>
2 years but less than 3 years	1
3 years but less than 4 years	2
4 years but less than 5 years	3
5 or more years	4

If a former TE carrier had two years, eleven months and twenty nine days of service, that carrier would only receive one additional step on the pay chart. Although this example is only a couple days away from three years of TE service, it is still less than three years. The time doesn't round up and the carrier wouldn't be entitled to two steps on the pay chart.

Former TEs can check their eOPF (electronic Official Personnel Folder) for their TE Service Time to ensure that they are being properly paid from the above chart.

CCA Holiday Pay

CCA carriers now get paid for the following holidays in our current national contract: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. To be eligible for holiday payment, a CCA must be in a pay status the last hour of the CCAs scheduled workday prior to or the first hour of the CCAs scheduled workday after the holiday.

CCAs shall receive their holiday pay at their base hourly straight time rate. All CCAs within our branch will either be paid six (6) or eight (8) hours holiday pay.

In two of our largest installations, Wayne/Westland/Canton, Dearborn Main and Dearborn Annex, CCAs will receive eight hours holiday pay, and in the rest of Branch 2184 represented offices, CCAs will receive six hours holiday pay. Ask to see your steward immediately if there is an issue with your holiday pay.

Safety First

Just a reminder to take all the necessary breaks during the summer months and to stay hydrated. Don't feel rushed or intimidated by management. Your safety comes first and foremost. Make sure you are utilizing a PS 3996 Auxiliary Form in the a.m. to inform your supervisor of what you believe will prohibit you, (including the heat/weather) from doing your route in eight hours or the time that management believes that you should complete it in. Remember that your work takes whatever time is necessary to safely and accurately complete it. Ask to see your steward immediately if you feel management is asking you to work unsafely or is subjecting you to unsafe working conditions, and file the appropriate grievance(s).

In Unionism,

-- *Walt McGregory*
Executive Vice president

VP's Report

20 Years of the Dispute Resolution Process: A Successful Failure

In spring 1998, the NALC and Postal Service began "testing" a revised grievance procedure. An updated and more efficient process for addressing workplace contractual disputes was badly needed after decades of protracted grievance wars in post office stations throughout the United States. An increasingly antagonistic and disrespectful postal management philosophy first developed during the 1970s and continued throughout the 1980s, becoming widespread by the 1990s.

Here in Branch 2184 we frequently were on the front lines of often prolonged labor/management wars. As many as 6000-7000 grievances a year were being initiated throughout much of the 1990s, all in an NALC Branch with about 800 active members at the time. Branch 2184 even acquired the dubious nickname of a "grievance mill." It was not a badge that we wore proudly, even if our only option was to dig in and fight.

Yes, we "won" thousands of grievances, but this came at an entirely unacceptable cost to our members as well as to the Branch itself. Many grievances took years to resolve, sometimes with serious consequences for our members because of the long delay in achieving justice on their behalf. Additionally, the cost of Contract enforcement came at the expense of other Branch services on behalf of our members. The system was indisputably broken, and something had to be done to at least attempt to fix it.

A New Approach

That "something" turned out to be what is still known as the Dispute Resolution Process, a revision of the contractual grievance procedure that is found in Article 15 of our Collective Bargaining Agreement. The USPS Detroit District was one of those chosen to allegedly test the revised process, although we later realized that NALC National leadership (and perhaps also Postal leadership) had al-

ready determined in advance that the new grievance process would be adopted.

The new process was thoroughly debated at the NALC's 1998 National Convention in Las Vegas. I was one of the delegates that spoke against the immediate adoption of the new process, expressing concerns that perhaps this was too hasty and had not been adequately enough thought out. After a lengthy debate the delegates voted to adopt the new grievance process and it was soon thereafter implemented on a national scale.

The new procedure consisted of four basic steps just as its predecessor did, but there were also some significant differences. As before, the first two steps were local, at the NALC branch level. However, grievances that remain unresolved locally were then sent to a USPS District level "Dispute Resolution Team" (Step B), which consisted of one union representative and one management counterpart.

Dearborn steward Tim Bailey was selected as one of the NALC's Step B Team representatives, and 20 years later he is the longest serving union Step B representative in the United States. Tim's job has been anything but easy, dealing not only with difficult and obstructionist management representatives but also criticism from his own union cohort when we disagreed with his decisions or the reasoning applied to them (and no one has been tougher on Tim than I have). Through it all Tim has been a true union warrior, although one with an impossible mission.

For Better And For Worse

The revised Dispute Resolution Process has accomplished some of its intended purpose. The grievance procedure is somewhat more streamlined than what previously existed. However, grievance backlogs still exist in many USPS installations, solely due to management obstruction of the process. In his June 2018 article in the *Postal Record*, NALC National Vice-President Lew Drass noted that in some USPS Districts the intent of the new process has not been realized because too many grievances

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are not being resolved at the local level. The USPS Detroit District happens to be one of those, and several Branch 2184-represented post office stations are culprits in management's sabotage of the process.

Additionally, there has been a disturbing trend toward phony "win-win" outcomes, even where postal management is entirely and undeniably in the wrong. This "throw them a bone" mentality is one of many reasons (in my opinion) that far too many supervisors as well as higher level management personnel have no respect whatsoever for our labor contract and for negotiated work rules. Additionally, whereas management previously paid a price for procedural and technical errors, especially with disciplinary actions, there now is a greater tendency to overlook inaccuracy and sloppiness of their part.

Management Accountability – Still Nowhere To Be Found

However, by far the biggest failure of the current grievance process is its complete absence of accountability for postal management. Flagrant Contract violations and abusive management conduct still exists on a widespread basis throughout the United States. They will lie, cheat, and steal with virtual impunity, knowing that there will be no real consequences for their behavior. As a pertinent example, there have been dozens of recent cases of clock ring fraud committed by management (altering and deleting clock rings, often resulting in wage theft). Some of this has occurred here in the Detroit District – and those are just the times that they were caught.

This egregious behavior is tacitly and sometimes directly encouraged and condoned at every level of the USPS hierarchy. Numerous jointly negotiated National level memorandums and agreements to address hostile workplace environments have invariably become pathetic jokes in practice. Bad faith behavior on the part of management typically is rewarded instead of punished. An employer such as the Postal Service that openly disrespects its workforce as matter of policy and practice is all but

certain to also disrespect its labor contract.

Additionally, it is undeniable that the Postal Service now employs far more utterly unqualified individuals in management positions than ever before in its history. It is now apparent that there are no remaining standards or qualifications for USPS supervisory positions. Basic management and leadership skills such as the ability to plan, to communicate in an intelligent and respectful manner, and to utilize critical thinking and analysis are nonexistent with far too many Postal Service supervisory personnel. It is all but impossible to hold a supervisor accountable when he or she has no business being in a position of authority to begin with.

Unless the Postal Service undergoes a transformational redirection of its entire management philosophy to one that demands respect, cooperation, and real accountability from its leaders at every level, no dispute resolution process ever invented can truly be successful. Moreover, I am not optimistic that USPS management will ever sincerely attempt to change its deeply rooted culture of managerial arrogance and disrespect.

After 20 years of the current grievance procedure, it is somewhat of an improvement over its predecessor. However, the underlying labor relations environment in the Postal Service is more broken than ever. The outside of the apple might appear to be shiny, but its core remains completely rotten.

-- *Joe Golonka*
Vice President

Branch 2184 Web Site **www.nalc2184.org**

Retirement Information
CSRS & FERS Annuity Payments
Branch Calendar
"FMLA" forms
Carrier Pay Chart
Online Forms 3971, 3996, 3189
CCA Information

Political Update

Growing up, I was always told to never talk about politics in public, that it was improper conversation even between family members. At 26 years old I am still unsure of my parent's political affiliations but I am also aware that by not talking about politics and debating the ideals surrounding it, we are putting ourselves at risk of becoming ignorant to what our representatives are doing on Capitol Hill. As letter carriers we are, more than most, dependent upon the good graces of Congress to ensure our retirement benefits, our health benefits, and even our right to bargain collectively. It is important that we educate ourselves on the issues that are being brought to Congress. There are three "Sense of the House" resolutions involving our issues that are currently pending in Congress.

The first of these expresses the position of Congress that the USPS should restore service standards that existed prior to 7/1/2012. Service standards dictate how many days of the week we deliver the mail, as well as define the maximum number of days required to provide on-time delivery, based on where the mail enters the distribution system and on its final destination. Service standards vary for each type of mail (First class, standard, periodicals, etc.). Hopefully, by approving this resolution we can restore next day delivery of letters and we can keep our 6 day work week.

H. Res 31- *Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012. Whereas, on January 5, 2015, the United States Postal Service has implemented lower "service standards" to virtually eliminate overnight delivery of first class mail and periodicals, and further delay most other mail; Whereas delayed mail negatively impacts businesses, hurts residents, rural communities and the economy, and drives customers away, resulting in lower revenue and worsens the Postal Service's finan-*

cial situation; and Whereas robust service standards implemented by the United States Postal Service are essential to providing prompt and timely delivery of all mail: Online purchases, local newspapers, newsletters, bill payments, letters, invitations, packages, and medicines: Now, therefore, be it Resolved, That it is the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

We all have known for years that Congress and some within the USPS have been pushing for more CBU and mounted delivery over the traditional door to door delivery done by City Letter Carriers. Shockingly, there are also some in Congress that have introduced a resolution to keep door to door delivery.

H. Res 28- *Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. Whereas the United States Postal Service has announced that it may need to eliminate or reduce levels of door-to-door delivery service by the conversion of millions of home and businesses to centralized delivery or curbside and require those who wish to retain their door service to pay a delivery tax; Whereas reduced levels of service will have an immediate impact on current year revenue and a long-term impact on the viability of a business inevitably causing a larger drop in revenue from service cuts than from the estimated savings of elimination or reducing door delivery; Whereas door delivery is a vital service that the American people have relied on since the 1860s in both rural and urban areas and ensures the security of mail and packages; Whereas voluntary conversion of businesses in 2013 equated to a mere 0.8 percent of voluntary conversions confirming that businesses depend on in-person contact*

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with letter carriers to ensure transactional security and initiate new business and revenue for the Postal Service; Whereas millions of Americans will be forced to retrieve their daily mail and packages from a centralized location removing the daily convenience for Americans in receiving checks, medications and other essential items; and Whereas eliminating or reducing door delivery services will serve as a hindrance for the elderly and disabled who will be forced to retrieve their mail and packages and be required to submit to a cumbersome application process in order to opt out of the requirement: Now, therefore, be it Resolved, That it is the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all businesses and residential customers.

The third House resolution is to ensure that we continue our six day delivery. The USPS still wants to bump us down to 5 day delivery because it feels that delivering 6 days a week is unnecessary considering that mail volume has declined. They have apparently not considered parcels in their equations.

H. Res 15- *Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service. Whereas the United States Postal Service has announced that it may need to reduce the frequency of its mail delivery service from 6 days a week to 5 days a week; Whereas 6-day mail delivery service is an essential service that the American people have relied on since 1912, particularly working families that depend on the Postal Service for the timely delivery of their paychecks; and Whereas reducing mail delivery service to 5 days a week would inevitably cause not only delays in the delivery of mail, but higher postal costs, due to the many hours of additional overtime that the Postal Service*

would require in order to handle the resulting back-up of mail: Now, therefore, be it Resolved, That it is the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.

These three resolutions are important to ensure not only our quality of delivery, but also our jobs. Some may be thinking "5 day delivery doesn't sound too bad, I'd get weekends off like everyone else." But what you're not thinking about is how many of your coworkers will lose their jobs because the need for carrier technicians will vanish. You are also not considering that a smaller work force means a smaller union which means less bargaining power.

Two other House Bills to keep an eye on are HR 756 and HR 760. Although the NALC has conditionally approved these bills, I feel that they may be detrimental to us overall. I will go more into detail on them in the next issue of the "Speaks". Until then, contact your Congressional Representatives and speak to them about how important it is to keep 6 day delivery and to improve service standards. Emailing them is fine, but a physical letter or a phone call is great too. There is even a text messaging bot that can send your letter to Congress for you. If you would like to learn more about the text bot call the union hall and tell them that you would like me to explain it in the next issue of the "Speaks". Have fun, Stay Safe, Make Good Choices

-- Jackie Belman

Steward Dundee, Alternate Steward Monroe



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.

Remember the magic words --

"I WANT TO SEE MY STEWARD"

Help Stamp Out Hunger 2018 Food Drive

This year's annual NALC "Stamp Out Hunger" Food Drive was a success. Our efforts on Saturday, May 12, 2018 Branch 2184 collected 278,200 pounds of food. See page 16 for breakdown by office. Although the overall poundage of food collected in Branch 2184 this year was slightly down from what we collected last year due to the unfavorable weather conditions, overall it was still a success.

We would like to thank everyone for their dedication and hard work in making the NALC's food drive a great one. 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.

-- Jackie McGregory and Cathy Tondreau

Branch 2184 Food Drive Coordinators



Brookfield[®] Uniforms

Serving the Postal Industry for Over 40 Years

Support the Company that Supports Letter Carriers

- Brookfield replaces uniforms lost due to fire and natural disasters!
- Brookfield, along with State and Local NALC Branches, has raised over \$500,000 for the Letter Carrier Political Fund.
- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

Contact Your Brookfield Representative!

Denise Kreager

Retired Letter Carrier

4953 Sycamore Newport, MI 48166

313-478-5910 (voice)

Branch 2184 2018 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 2018.**

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 24, 2018**

LETTER CARRIER HOT WEATHER SAFETY

Heat-related illness is a very real hazard for all letter carriers, and many are affected by the symptoms of heat illness each year. The physical exertion required with the delivery of mail, which typically coincides with the hottest part of the day can lead to debilitating symptoms such as dehydration or even more serious problems for those who do not properly prepare and compensate for the heat. Additionally, the absence of good ventilation as well as limited air circulation in older postal vehicles contributes to heat-related problems for letter carriers. Because of their design, most postal vehicles also act as hot boxes that concentrate and intensify heat from the sun, in a small-scale example of the "greenhouse effect."

One of the properties of warmer air is its capacity to hold more moisture than cold air; hence the common expression "it's not the heat, it's the humidity." Humid air will significantly increase the discomfort and potential risk of heat illness because it decreases the ability of the skin to cool the body through the evaporation of perspiration. The chill that we sometimes feel when stepping out of a pool is caused by the evaporation of water on our skin. Water evaporates more rapidly into dry air, hence cooling is more pronounced. As moisture in the form of water vapor in the air increases, evaporation is inhibited and cooling becomes more difficult.

Don't be fooled by "relative" humidity values that are typically in the 35 to 50 percent range on summer afternoons. That may seem low, but "relative humidity" is merely a mathematically derived value that represents the amount of available moisture as a percentage of that which the air *at that temperature* can hold. The lower the relative humidity, the more that the air can be cooled before reaching its saturation point, also known as the dewpoint. Air with a temperature of 85 degrees Fahrenheit and 50% relative humidity actually has almost three times the moisture as air with a temperature of 32 degrees and 100% relative humidity.

Letter carriers should be aware of the initial symptoms of heat-related illness and immediately take steps to prevent them from becoming more serious. This means taking a short break, sipping (not gulping) water, and getting into a cool place if possible. The most common heat-related illnesses that affect letter carriers are heat cramps and heat exhaustion. Heat cramps are muscle cramps that usually occur in the legs. They can usually be relieved by resting and by putting firm pressure on the cramping muscles or by massaging them.

A more serious heat-related problem is heat exhaustion. This is a feeling of weakness that is accompanied by heavy sweating, nausea, and a weak pulse. The skin often feels cold and clammy. Another important indication of heat exhaustion is a feeling of disorientation. This is a sure sign that heat is adversely affecting your body, and you should immediately stop whatever you are doing outdoors and get inside in a cool place. You should only drink sips of water and not gulp down large quantities. If you feel severely nauseated or start to vomit, immediate medical care should be obtained.

The most serious heat-related illness is heat stroke. This is characterized by a very high body temperature, a pounding pulse rate, and usually not any sweating. Heat stroke is a life threatening medical emergency that requires immediate emergency treatment.

Important: Heat-related illness that is directly caused by a letter carrier's work environment is also considered to be a job-related traumatic injury that should be reported on OWCP form CA-1. Medical evidence to support a claim of job-related heat illness should specifically identify the exposures (the work-related environmental factors) experienced by the letter carrier and include medical rationale that links these factors to the resulting illness.

To help prevent dehydration and heat-related illness, a slow and consistent intake of water or other cool non-alcoholic beverages is important. Plain water is always best for hydrating the body. As a guide, a letter carrier or anyone working outside in hot weather should slowly drink several ounces of

water every 15 to 30 minutes. Again, this is preferable to gulping down large quantities of water at longer intervals. Salt tablets should only be taken at the direction of a physician.

Most of all, always use common sense! If you feel the initial symptoms of heat-related illness while working, stop what you are doing, get into a cool location (or least a shaded one), sip some water, and then proceed with your work after the symptoms subside.

Dressing sensibly is for the most part obvious. Wear light and comfortable clothing that still complies with uniform regulations – admittedly that is not always easy to do. Be sure to protect your skin, especially your face, from too much exposure to the sun. A good sunscreen with an SPF of at least 15 is helpful for this purpose (an even higher SPF is better still). Many letter carriers have developed skin cancer that is possibly related to long-term exposure to the sun while performing their delivery duties. Be aware that a cloudy summer day does not prevent the risk of sunburn, as ultraviolet radiation from the sun still reaches the earth.

As with all aspects of letter carrier safety, planning and awareness are critical for the prevention of heat-related illness. Summer in Michigan is a splendid season for outdoor activities. Don't let the power of the summer sun affect your health and well-being while on the job or off the job.

-- Joe Golonka

Branch 2184 Vice President

Contract Corner:

Q: What is the Procedure for a Letter Carrier in Branch 2184 to Request Incidental Annual Leave?

A: Incidental annual leave, which is also known as "leave remaining" refers to any annual leave requests that are submitted by a letter carrier after the initial two rounds of vacation selections have been completed. In Branch 2184, the negotiated procedures for incidental annual leave submissions are found in our Local Memorandum of Understanding (LMOU)

Item 4, section 7 as well as in Item 12, section 2. Incidental annual leave is requested solely at the discretion of the letter carrier.

In Branch 2184, the submission procedures for incidental leave requests are as follows: All requests shall be made on a completed PS Form 3971, **no earlier than six (6) weeks prior to the first day of the vacation week in which the leave requested is to begin.** For example, if a Branch 2184 letter carrier wanted a few days off during the third week of September 2018 (the week beginning Monday, September 17 through Saturday, September 23), he/she is eligible to submit a 3971 requesting the leave six weeks prior to that week, or beginning on Monday, August 6. Incidental annual leave requests submitted more than six weeks in advance of the week the leave is requested for should not be approved and the requesting carrier should be advised to resubmit their request at the appropriate time.

In Branch 2184, Incidental annual leave (leave remaining) requests are approved on a first come, first serve basis, and they must be granted up to the number allowed off during that week. Leave in excess of the negotiated percentages should also be granted to the extent possible. Requests for incidental annual leave made for the same period and submitted on the same day are granted on the basis of seniority or relative standing. Finally, all requests for incidental annual leave must be placed in the immediate supervisor's hand, not left on a desk or other location. Management shall respond within seventy-two (72) hours from the time of submission (excluding Sundays and holidays), or the request will be granted.

Q: Can a Letter Carrier be excused from work to Vote in this Year's Primary and General Elections?

A: Postal Service regulations pertaining to voting or registering to vote are found in the Employee and Labor Relations Manual (ELM), sections 519.321 through 519.325. Career regular letter carriers who desire to vote in any election, referendum, or civic

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(Continued from page 11)

matter in their community should be excused for a reasonable time for that purpose on a day they are scheduled to work. Non-career carriers such as CCAs are encouraged to vote but are not eligible for administrative leave for this purpose.

Postal Service management is charged with making an administrative determination regarding the amount of excused absence that is necessary. Employees are to be notified of this determination and of the procedures to be followed in obtaining advance approval for the absence, which is subject to the following provisions, as found in ELM section 519.323: As a general rule, if the polls are not open at least 3 hours either before or after an employee's scheduled hours of work, the employee may be excused for the length of time that permits them report to work 3 hours after the polls open or to leave work 3 hours before polls close, whichever requires the lesser amount of time off. In Michigan, polls for elections are open from 7:00 a.m. until 8:00 p.m. on the day of an election.

Finally, ALL letter carriers are strongly encouraged not only to participate in the voting process, but also to consider voting by absentee ballot. This eliminates the hassle and concern of finding time to vote on the actual day of an election. Absentee ballot applications can be requested or obtained from any city, township, or county clerk's office. In Michigan, there is a commonsense and overdue legislative initiative that if adopted would allow for absentee voting for any reason, merely upon request and verification of the voter.

Another viable option would be the adoption off a "Vote By Mail" election process that would significantly increase voter turnout by making voting much easier and more accessible for all eligible Michigan citizens. Unfortunately, at this time the adoption of these proposals in Michigan is problematic at best because of strong opposition by the current majority party in the Michigan legislature, whose political philosophy is to obstruct and interfere with individual voting rights to the maximum

extent possible instead of making the process more workable.

Q: I am in the Army Reserve and must take time off for drills and training. How does Military Leave work?

A: The Employee and Labor Relations Manual (ELM) section 517.11 states that "The Postal Service supports employee service in the Reserve or National Guard, and no action is permitted to discourage either voluntary or involuntary participation." USPS employees must be allowed to participate in drills or meetings scheduled by the National Guard or Reserve Units of the armed forces. This also includes training periods and any active duty ordered by the National Guard or armed forces Reserves.

Career Postal Service employees, both full time and part time, are eligible for paid military leave. Non-career employees must be permitted to be absent but are not eligible for paid military leave. When requesting military leave, an employee should complete PS Form 3971 as soon as possible before the period of absence. Upon return from military duty, the employee should provide a copy of their military orders or other appropriate documentation to show that the duty was performed. Military leave may be taken on an intermittent basis, as is often the case with weekend drills.

Fulltime USPS career employees receive 15 calendar days (120 hours) of paid military leave each fiscal year, and an employee may carry over up to one year's allotted but unused military leave from one fiscal year to the next. An employee must be in a pay status (work or paid leave) either immediately prior to immediately after the end of military duty to receive military leave pay. Finally, an employee needing absences for military training or active duty beyond their yearly allowance of military leave can use annual leave or leave without pay (LWOP), at the employee/s option.

**OUR ADVERTISERS ARE YOUR FRIENDS
MENTION YOU SAW THEM
IN OUR NEWSLETTER.**

instructions

Already registered in Michigan?
Update your address quickly and easily at ExpressSOS.com.

Complete this form to register to vote or update your registration information¹.

- 1 Please print all information clearly using black or blue pen.
- 2 Sign the form.
- 3 Mail or deliver this form to your city/township clerk.

Locate your local clerk or obtain more information at mi.gov/vote.

¹Name changes must be completed at an SOS branch office.



This registration will be in effect for the next election if postmarked or delivered no later than 30 days before election day and you have met all the qualifications to register to vote.

If a voter possesses a Michigan driver license (DL) or personal ID (PID), Michigan law requires the **same address be used for voter registration and DL/PID purposes**. Use of this form will also change your DL/PID address. The Secretary of State will mail you a new address sticker for your DL/PID.

If you have never voted in person in Michigan and choose to submit this form by mail, **review the instructions on page 1**. Additional requirements apply.

More instructions can be found on page 1.

State of Michigan Voter Registration Application

and Michigan Driver License/Personal Identification Card Address Change Form

qualifications

Are you a citizen of the United States of America? yes no
Will you be at least 18 years of age on or before election day? yes no

If you are not a US citizen, do NOT complete this form

Michigan driver license/state personal ID

- - - -

If you do not have a Michigan driver license or personal ID card, provide the last four digits of your Social Security number:

X X X - X X -

I do not have a valid Michigan issued driver license, a Michigan personal ID card, or a Social Security number.

personal information **required information*

last name* first* middle suffix
 male female

address where you live – house number and street/road* apt/lot #

city* zip date of birth*

phone email

mailing address (if different than residential address)

city state zip

signature

I certify that:

- I am a citizen of the United States.
- I will be at least 18 years of age by election day.
- I am a resident of the State of Michigan and will be at least a 30-day resident of my city or township by election day.
- I authorize the cancellation of any previous registration.

The information I have provided is true to the best of my knowledge under penalty of perjury. If I have provided false information, I may be subject to a fine or imprisonment or both under federal or state laws.

X

signature

date

former registration

If you were previously registered outside of MI and/or with a different name, complete this section.

previous registration name previous county

previous address previous state

Letter Carrier Political Fund Contributors

Belleville

- ✓ Orlando Allen
- ✓ Gregory Bodziak
- ✓ Bryon Hendricks
- ✓ Lynn Taylor (R)
- ✓ Cindy Trzeciak (R)

Dearborn Main

- ✓ James Bryant
- ✓ Darryl Clay
- ✓ Symone Coleman
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Yvonne Jackson
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

Dearborn Annex

- ✓ Timothy Bailey
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Brian Rodden
- ✓ Mark Judd
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick LeLental (R)
- ✓ Melvin MacDonald
- ✓ Carol Macieczni (R)
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Darren Smith
- ✓ Jerry Taylor
- ✓ Cathy Tondreau (R)
- ✓ Steven White

Dearborn Heights

- ✓ Jerry Holowka (R)
- James Powell (R)
- ✓ Scott Russell
- ✓ Pamela Sellers
- ✓ Alan Swintek
- ✓ Christopher Tostige
- ✓ Denise Viola
- ✓ James Wolstencroft

Dundee

- ✓ Jerome Mannlein (R)

Flat Rock

- ✓ Lillian Bogosian
- ✓ Larysa Larson

Grosse Isle

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

Inkster

- Phil Ashford
- ✓ Robert Clark
- ✓ Thad Dillard
- ✓ Carl Gibbs
- ✓ Scherrie Lacey

Lincoln Park

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

Monroe

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

Northville

- ✓ Elizabeth Bays
- ✓ Janice Mitchum
- ✓ Valerie Watkins

Plymouth

- ✓ Tamara Bosman
- ✓ Mary Farrari (R)
- ✓ Diego Forshaw
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce
- ✓ Kristie Nelson

Taylor

- ✓ Keith Benedict
- ✓ Patricia Davis (R)
- Dawn Gable
- ✓ Roger Gilliam
- ✓ Scott Horn
- ✓ Ryan Judd
- ✓ James Kelly (R)
- ✓ Walter Modelski (R)
- ✓ Bob Parisi
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)
- ✓ Michele Szafran

Temperance

- ✓ Kari McLachlin

Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwen Heffinger (R)

- ✓ Tracy Mitchell
- ✓ Casey Pennington

Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Albert Gilliespie
- ✓ Cynthia Harris
- Katrina Jones
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ Vina Stacy
- ✓ Nakia Whitfield

Canton

- ✓ Lori Boljesic
- ✓ Joe Golonka (R)
- ✓ John Hite
- John Meleski (R)
- ✓ Tamekia Poindexter
- ✓ Bonnie Price (R)
- ✓ Tyler Haverstick
- ✓ Ramon Robinson

Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Nancy Cadorin
- ✓ Alan Grajczyk
- ✓ Stevi Hall
- ✓ Patricia Neeley
- ✓ Donovan Pettway
- ✓ Richard Rider
- ✓ Danita Smith
- ✓ Gregory Snead
- ✓ Paul Strauss
- ✓ Michael Tredway
- ✓ Ricco Wilson

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

Attend Your Branch Meetings

Branch Meetings

Next meeting September 5th

7:30 pm @ Union Hall

Retirees Meetings

Next meeting September 12th

12:30 pm @ Union Hall

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 **Sue Hall** (Flat Rock Retired), **Peter Rea** (Dearborn Main Retired), **Al Gillespie** (Westland), **JoAnn Mainella** (Westland Retired) and **Edie Tertzakian** (Westland) for their donations.

Lets make our new members feel welcome.

For more information call

313-295-1640

Allie Brothers Uniform Store

"Family Owned and Operated"

- ◆ Complete inventory of postal uniforms and shoes
- ◆ Friendly, expert service
- ◆ Tailor on premises
- ◆ 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**

1-248-477-4434



1-800-35-ALLIE

20295 MIDDLEBELT ROAD

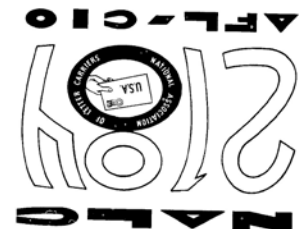
LIVONIA, MI 48152

(3 blocks south of 8 mile)

www.alliebrothers.com

Branch 2184 - 2018 Food Drive Results

Office	2017	2018	Office	2017	2018
Belleville	9,631	8,800	Northville	29,250	30,100
Dearborn Main	11,908	5,600	Plymouth	19,242	13,750
Dearborn Annex	21,176	17,881	Rockwood	2,358	3,163
Dearborn Heights	19,800	18,000	Taylor	34,500	23,000
Dundee	2,144	2,546	Temperance	7,329	4,600
Flat Rock	6,450	4,480	Trenton	8,675	8,725
Grosse Ile	2,000	2,200	Canton	27,113	30,500
Inkster	2,325	4,134	Westland-Wayne	33,983	32,391
Lincoln Park	21,312	17,575	Ypsilanti	27,727	26,040
Monroe	23,158	24,715	Grand Total	310,081	278,200



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

