

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2007

Branch 2184
National Association
of Letter Carriers
AFL - CIO
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NALC2184@sbcglobal.net
Web Site <http://br2184.com>

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

Calendar
Branch Meetings:
January 2, 2008
February 6, 2008
7:30 p.m. - Union Hall

Retirees Meetings:
January 9, 2008
February 13, 2008
12:30 p.m. - Union Hall

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President's Report

Bylaws Passed

With a record-breaking turnout and a standing room only crowd present the members passed the proposed Branch Bylaws. 119 members were present to debate and vote on the proposed Bylaws. When it came time to vote the proposed Bylaws were overwhelmingly approved. It was very gratifying to see such a large turnout and to know that the members truly care where we are heading as a Branch. The Bylaws that were passed will ensure the financial future of the Branch while also ensuring that the Branch will have the necessary resources to fully train all of our stewards. I would like to thank all those who turned out for the meeting and made their voices heard.

10-1 Margin

The Branch office has received the Official Summary from the National Office on the recently passed 2006-2011 National Agreement. The summary breaks down the voting by Branch and Region on the recently ratified National Agreement. While the contract passed by a 9-1 margin nationally the members of Branch 2184 voted for the contract by an even wider 10-1 margin. According to the National office 852 ballots were mailed to active carriers with 420 voting to accept the contract and 41 voting to reject it. While the numbers voting were impressive it makes you wonder what happened to the rest of the members who failed to participate in the voting?

Local Negotiations

With neither side choosing to open negotiations, our Branch Local Memorandum of Understanding with the USPS now becomes official for

(Continued on page 3)

Officers

President	Mark Judd
Executive Vice President	Jim Wolstencroft
Vice President	Carol Clark
Recording Secretary	Cindy Trzeciak
Financial Secretary Treasurer	Cathy Tondreau
Sergeant at Arms	Walt McGregory
Health Benefits Representative.....	Jim Powell
Retirees Officer	Leonard Zawisa
Trustee	Casey Pennington
Trustee	Patricia Linna
Trustee	Gloria Warthen
Editor	Leonard Zawisa

Stewards

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



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

The opinions expressed in this publication, November/December 2007, 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.



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*(Continued from page 1)***President's Report**

the length of our new National Agreement. With some minor tweaks in the language of the local completed so as to be in compliance with the National Agreement, both sides are making the necessary arrangements to have all the signatories present for the signing of the local. With the exception of Temperance our local covers all the fifteen remaining installations. Arrangements will soon be completed so that the Temperance Local Memorandum of Understanding can also be signed.

DOIS Memorandum

In this edition of the "Speaks" I have asked our Editor Leonard Zawisa to reproduce the memorandum regarding DOIS signed by the National parties. This full page should be cut out and affixed to your cases at work. Those offices that continue to be "bullied" by supervisors who insist that "DOIS says it and therefore it is", should use the memo to enlighten their supervisors about what the National parties have agreed to. The DOIS Memorandum affirms what we have always said, DOIS is a management tool; DOIS does not change the letter carrier's reporting requirements; DOIS projections are not the sole determinant of a carrier's leave or return time; and last but not least DOIS projections cannot be used as the sole basis for corrective action. I do not know how many ways it has to be spelled out for those supervisors who continue to abuse and harass carriers based on their bogus DOIS numbers. I do know that if you are being "bullied" by the DOIS gang you should ask to see your steward and file a grievance immediately. The national parties realized that DOIS does not give the carrier time credit for certain carrier functions we do every day. COA's, vacation holds, mark ups, parcels, and third bundles along with the special handling of large parcels and marriage mail are just a few of the items this management tool forgot to account for. Remember; when in doubt contact your steward.

The Road Ahead

"The Road Ahead" was the theme for the biggest training conference in the history of the NALC. Over 2,000 branch leaders from across the country turned out at the national training conference to attend the two-day training session which culminated with an address by National President William Young. President Young addressed those assembled on the precarious road ahead for letter carriers, the USPS, and the NALC (See the related article elsewhere in this issue). While Young outlined the steps we must take as an organization he also said that we have a lot to be thankful for. This includes the new contract, the just passed postal reform legislation, and last year's congressional elections, which gave us a worker friendly majority in Congress. Young went on to caution that we must not get complacent and warned that our work is far from over.

Happy Holidays

What a difference a year makes. Just last year at this time I was reporting to the membership that the contract talks with our employer had broken off. This occurred despite the fact that we had extended the original bargaining deadline by an additional month. Well all's well that ends well, and we know how the story ends. Yes, I agree with President Young, we have much to be thankful for, starting with our new National Agreement which runs through 2011. This, at a time when other labor organizations are taking pay cuts and losing jobs, and taking lump sum bonuses with no raises to their existing contracts. We were able to keep our COLA and add to our basic wage package while preventing the outsourcing of our jobs! Along with this we were also able to get Postal Reform passed and elect a worker friendly Congress (which not coincidentally made the other two achievements possible). Less we get complacent we must be aware that the enemies of organized

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Presidents Report

labor and the USPS privatizers are still out there. We must resolve in the New Year to redouble our efforts to ensure our job security, and work with the USPS when we can so that our employer remains financially viable, and last but not least we need to make sure that we continue to elect worker friendly candidates. On a personal note I would like to wish you and your families the happiest of holidays and a healthy and prosperous New Year!

--Mark Judd
President



EVP's Report

On November 24, 2007, all letter carriers across the country received their second wage increase in the 2006-2011 National Agreement. The increase puts top scale letter carriers (CC 1, Step O) @ \$24.41 per hour and (CC 2 Step O) @ \$24.91 per hour. Hourly rates one year ago at this time were \$23.99 & \$24.52 respectively. The wage increases total \$886 yearly or \$34 a pay. There are three more wage increases and eight more COLA's during the life of this Contract. With the increase in wages alone I find it hard to believe that an individual would not want to be a part of the very same union that has negotiated them. While many other unions in different industries have been giving concessions, the NALC has achieved a wage increase. Non-members are receiving the same wage increases that you receive yet are not contributing to the cause. Nothing is for free. There is a price for these wage increases and benefits; it is called pay-

(Continued on page 11)



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Thank You

This is a note of thanks to many people for their kindness and thoughtfulness on the occasion of my retirement from the Postal Service. I especially want to recognize my coworkers in the Canton Station and also the Executive Board officers of Branch 2184, although there are many others of whom I am also very appreciative.

A long, strange trip it has certainly been since my "substitute carrier" days in Plymouth in the early 1970s, especially concerning my life's work for the NALC and Branch 2184. So what does one do after 34 years as an NALC Branch officer and/or steward? Pursuit of a graduate degree along with time devoted to my church, to my lifelong weather hobby, and to political matters fills my days and often my nights quite well. However, it seems that working with 20,000+ grievances, several hundred injury compensation claims, and countless other NALC-related matters during more than three decades was not enough

for me – and so I will also continue to work as needed and where needed to assist the mission of my Branch and the NALC. The union fire still burns within me and it always will.

--Joe Golonka
Injury Comp Specialist



Calendar of Events

- Christmas Holiday December 25th
- New Year Holiday January 1st
- Branch Meeting January 2nd at 7:30pm
- Steward Meeting November 8th at 7:30pm
- Steward Meeting November 14th at 7:30pm
- Holiday January 21st
- Executive Board November 28th at 7:30pm
- Branch Meeting February 6th
- Steward Meeting February 12th at 7:30pm
- Steward Meeting February 17th at 7:30pm
- Executive Board February 25th at 7:30

2006-2011 National Contract Training Session

On November 16 the Branch sent four officers to the NALC's National Contract training in Las Vegas. It was the largest training conference in NALC history. On Saturday four workshops were conducted: Laying the Groundwork for a Strategic Partnership; Back to the future -Work Methods the Next Wave of Automation; The New Carrier Workforce and the New World of 'Shared Services'; and NALC's Strategy on Health Benefits. On Sunday, November 18, a general session was held from 8:00 a.m. to 11:00 a.m. Under a banner declaring "The Road Ahead" President Young laid out a strategic plan for the future of the NALC and the working middle class. The National President answered questions for over two hours on subjects ranging from transitional employees to contracting out - and many others

President Young outlined the challenges facing this union. He warned that strengthening the USPS is not enough and that the shrinking middle class is a direct threat to every letter carrier. Young noted the success we had during the past year, including the election worker friendly candidates in last year's Congressional elections; stopping the spread of contracting out of carrier craft work; and last but not least, a new five-year contract.

President Young attempted to answer the questions that faces all Union representatives, which is "How do we achieve long term job security for the men and women we represent?" He said that two things were needed: "First, to find ways to strengthen the Unites States Postal Service in the age of the Internet. Second, to do our part to help rebuild the American middle class by helping rebuild the union movement and by instigating political change." Young announced it was the intention of the NALC to be even more involved in the upcoming elections. It is not enough to keep a worker friendly edge in the House and Senate. We

must build on what we have now and also help capture the White House by electing a worker friendly president. To help strengthen our employer, Young said we must renew our commitment to Customer Connect and continue pursuing a course to use our NALC Health plan as a vehicle to produce substantial savings.

Building a Strategic Partnership

National Executive Vice President Fred Rolando headed up this important workshop, along with Assistant Secretary-Treasurer George Mignosi and Director of Safety and Health Brian Hellman. EVP Rolando outlined the need for a strategic partnership with the USPS, citing the breakdown that occurred during the last round of negotiations as an example what could go wrong if we did not work together. He also said that the postal industry is in a transitional phase, with a new regulatory framework in place due to the just passed postal reform bill and the impact of the Internet on our traditional mail volume. Job security for letter carriers requires a successful USPS, and capitalizing on the "last mile" opportunity that carriers have, requires a close partnership with the Postal Service. The partnership envisioned from the standpoint of the NALC includes long term contracts while defending our contractual rights, and striving to seek win-win solutions to joint problems.. However, Rolando also said that working together with postal management does not mean surrendering our contractual rights. He also reviewed the Dispute Resolution Process and gave an overview on the DRP. Rolando outlined the procedure currently in place regarding the nationally endorsed Intervention process for installations and offices where a complete breakdown of the system has occurred.

Some of the nationally agreed to Memorandums of Understanding were discussed, with Rolando reviewing items in regards to DOIS, COR, S-999 mail, and alternate route evaluation. Then our National Director of Safety and Health spoke on national level issues that the city letter carriers face

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*(Continued from page 6)***Training Session**

such as ergonomic risk reduction and the OSHA Voluntary Protection Programs (VPP), and other safety and health pilot programs. He answered questions regarding district level safety committee concerns. Assistant Secretary Treasurer Mignosi gave an overview on different revenue enhancement initiatives being pursued jointly with the USPS, including Customer Connect, promoting the vote by mail initiative nationally, and opposing 'Do Not Mail' list initiatives. Mignosi explained that the National parties agreed to expand the very successful Customer Connect program. Since the inception of Customer Connect in mid-2003 the program has generated more than 364 million in new annual revenue.

Back To the Future: Work Methods and the next wave of automation.

National Secretary Jane Broendel and Director of City Delivery Dale Hart headed up the panel reviewing the increase in automation, including the flat sequencing system (FSS) and the lessons the NALC learned from the implementation of DPS. The new third bundle settlement was discussed as well as future implementation and work agreements regarding FSS. Broendel gave an overview of the declining revenue base and the threat we face as city letter carriers due to this revenue shortfall. She listed options available to the USPS and why it should concern the NALC, citing the recent UAW concessions during their contract with the automakers. Broendel said that the options for the USPS are limited to postage rate increases, new revenue through new services, automation to cut labor costs, contract delivery, and centralized delivery. The addition of TE's will give the USPS some hiring flexibility and allow some savings to be realized until the implementation of the FSS machines.

NALC's Health Care Strategy

NALC Director of Health Benefits Timothy O'Malley and Director of Retirees Ernie Kirkland led the discussion regarding the state of employer provided health care nationwide and how the health care crisis is directly affecting the NALC Health Benefit Plan. The trend nationally has increasingly shifted costs of health care plans to employees by utilizing health savings plans and reducing family and retiree coverage. In their latest round of bargaining the UAW agreed to give backs on health care for both active workers and retirees. Since the year 2000 medical costs have soared 75%. In our recent contract negotiations the Postal Service was demanding relief from the high costs of health care by proposing to reduce the USPS-paid share to 72% from their current 85%. As a counter move the NALC proposed a City Carrier plan that would have saved the USPS \$475 million a year. While the proposal drew interest from the USPS, they were not willing to negotiate the savings with the NALC. The case for the carrier only plan is very compelling, not only reducing the employer share of health care costs but also allowing the NALC to share in the negotiated savings. The NALC is preparing for the next round of bargaining with the USPS with a shift to the carrier only plan. Sharing the savings with the USPS would lower the premium rates for all members. The NALC Health Plan heading into the year 2011 would design the benefit package to mirror what carriers are choosing in the other large national providers. This year alone the NALC has made over 20 changes to the plan, the most allowed by OPM. Under the current five-year plan the NALC will continue to make changes so that they can offer more benefits while keeping costs low.

The New Carrier Workforce and the World of 'Shared Services'

National Vice President Gary Mullins and

(Continued on page 11)

M-01664

Mr. William H. Young
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, DC 20001-2144

NALC# 8266
Re: Q01N-4Q-C 05022610
Class Action
Washington DC 20260-4100

Dear Mr. Young:

Recently, our representatives met at the Interpretive Step to discuss the above-referenced grievance.

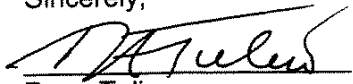
After reviewing this matter, the parties agree to resolve this dispute based on the following:

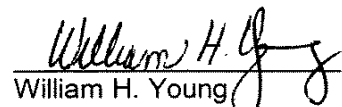
The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. DOIS projections are not the sole determinant of a carriers leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action. A five minute time credit for lines 8-13 will be added or when route inspection data is available for lines 8-13 the actual average information will be used for daily workload projections.

Management is responsible for accurately recording volume and other data in DOIS. Other than obvious data entry errors, route based information may only be changed through a full-count and inspection or minor route adjustment. Additionally, the parties have previously agreed that functions in DOIS which relate to the route inspection and adjustment process must be in compliance with the city letter carrier route adjustment process in Subchapter 141 and Chapter 2 of the M-39 Handbook. Exceptions are offices that have jointly established an alternate route adjustment method. DOIS base information in such offices shall, as appropriate, comply with the alternate route adjustment method.

Please sign and return the enclosed copy of this decision as acknowledgment of your agreement to settle this grievance.

Sincerely,


Doug Tulino
Vice-President
Labor Relations
U.S. Postal Service


William H. Young
President
National Association of
Letter Carriers, AFL-CIO

Date: 7-30-07

The terms of this settlement became effective September 11, 2007 with ratification of the 2006-2011 National Agreement.

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New Members

David Smith	Dearborn
Sheldon Allison	Dearborn
Patience Redding	Dearborn
Laura Schaeffer	Dearborn
Scott Marentette	Dearborn
Suzanne Richter	Dearborn
Lee Pociask	Dearborn
Lauren Moran	Dearborn
Carmen Holmes	Northville
Elizabeth Jarvis	Grosse Ile
Eric Berger	Grosse Ile
Adrian Johnson	Plymouth
Darleen Gartrell	Plymouth
David Kerfoot	Plymouth
Amy Cantrell	Plymouth
Paul Phillips	Taylor
Kristopher Adams	Taylor
Kevin Reatherford	Ypsilanti

Please offer these new members any assistance you can.

Welcome to Branch 2184

NALC HEALTH BENEFIT PLAN PHONE NUMBERS

Main Office NALC HBP 1-703-729-4677

Customer Service1-888-636-6252

7 days a week, 24 hours a day

24-hour Nurse Line1-800-622-6252

Mental Health1-877-468-1016

Substance Abuse1-877-468-1016

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

Hospital Precertification 1-800-622-6252

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

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

2007 COLCPE Contributors

Belleville

Cindy Trzeciak
Bruce Prevost

Dearborn Main

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

Dearborn Annex

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

Dearborn Telford

John Czuchrak
James Likeric*

Dearborn Heights

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

Flat Rock

Grosse Isle

Kimberly Bumbul
John Nellis

Inkster

Thad Dillard
Bryon Hendricks*
Roy McMahan

Lincoln Park

Dave Reise
Gayle Rohde

Monroe

Chris Carmon
Kenneth Masserant
Erik Venzke
Chad Zion

Northville

Elizabeth Karsten

Plymouth

Heather Childers
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Westland

Ted Gagnon
Joan Hicks
Aaronette Howell

Raymond Tobin

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Canton

Felicia Bryant
Dianne Daley
Gilbert Pruiett

Ypsilanti

Richard Rider
Michael Miller

Retired

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

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



*(Continued from page 4)***EVP Report**

ing Union Dues. So I am asking that our members in each unit/installation approach these wayward brothers and sisters during this time of holiday cheer and ask them to contribute to the cause by joining the NALC. The answers will vary and may not make sense, but try to convince them that it is in their best interest to be part of the union that helps put the bread on their table and keeps the roof over their head. If you are unsure who is a non-member please ask your Steward.

NALC President Young is expanding the NALC E-Activist Network to get letter carriers to respond on short notice. The E-Activist Rapid Response Network relies upon a joint effort between our National Business Agent's office and our Michigan State Association to put together and maintain an effective phone tree. The phone tree concept has had success in other parts of the country (see page 8 of the November 2007 Postal Record). Branch 2184 is currently putting together a phone tree and we need your help. If you are interested in being a coordinator or volunteer please call me at the Branch office. Take the initiative and I'm sure that others will follow.

I would like to wish all a Merry Christmas and a Happy Holiday Season!!!

--Jim Wolstencroft
Executive Vice President

Branch 2184 Web Site

Visit the Branch 2184 web site using the following web address. <http://br2184.com>

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

E-Mail your comments and suggestions to the "Speaks" editor at leonardzawisa@br2184.com

[Http://br2184.com](http://br2184.com)

*(Continued from page 7)***Training Session**

Director of Life Insurance Myra Warren led the workshop and question and answer session. Staffing issues and the all-bargaining unit work force were discussed as well as transitional employees replacing casuals. Mullins said the implementation of the new National Agreement does not change the Postal Service requirement to properly staff facilities. Mullins reported about the NALC position regarding Operational Window, saying the NALC has never accepted an operational window or any form of simultaneous scheduling. The all-bargaining unit workforce means the elimination of all casual employees 90 days after the ratification of the new contract. Myra Warren gave a presentation on the New World of USPS shared services. Access to shared Services is available 24/7 through your home computer or through a Postal Service Kiosk in your station. Other topics included computerized job bidding, the Liteblue website, and how soon all the hardcopy files, including all of our OPF files, will be computerized.

Respectfully submitted,

Mark Judd

Jim Wolstencroft

Cindy Trzeciak

Cathy Tondreau

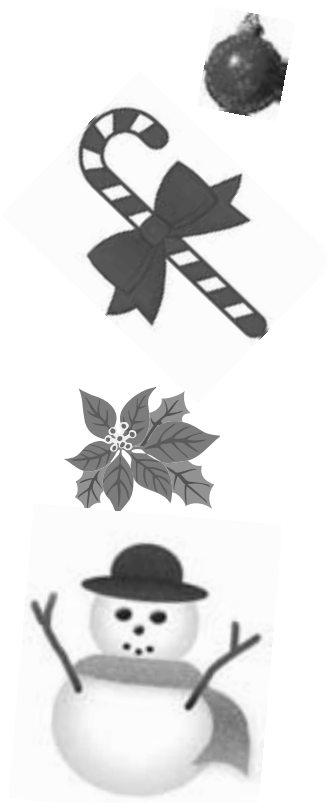


Attend Your Branch Meetings

**First Wednesday of the Month
7:30 p.m. at the Branch Hall**

The Branch 2184 Officers and Stewards would like to extend to you and your families best wishes for a happy and joyous holiday season and a healthy, happy and prosperous new year.

May you enjoy all the blessings of peace and liberty, and the benefits of the special strength that flows from solidarity.



- Mark Judd, *President***
- James Wolstencroft, *Executive VP***
- Carol Clark, *Vice President***
- Cindy Trzeciak, *Recording Secretary***
- Cathy Tondreau, *Financial Secretary Treasurer***
- Walter McGregory, *Sergeant at Arms***
- Jim Powell, *Health Benefits Representative***
- Leonard Zawisa, *Retirees Officer***
- Casey Pennington, *Trustee***
- Gloria Warthen, *Trustee***
- Patricia Linna, *Trustee***

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