



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October 2017

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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:

December 6th, 2017
January 3rd, 2018
(7:30 p.m. - Union Hall)

Retirees Meetings:

December 13th, 2017
January 10th, 2018
(12:30 p.m. - Union Hall)

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President's Report

50-60 Year Members Honored

At our September 6th Branch meeting we honored our newest group of 50 and 60 year members. NALC National Business Agent Pat Carroll was on hand to present 60 year member Bob Kreager with his pin and letter from President Rolando.

This year we had four members who qualified for their 50 year gold cards and two who qualified for their 60 year pins. The following is a list of Branch honorees that unfortunately, were unable to attend: 50 year members Synthia Kilgore, Carol Maxwell, Elaine Stacho, and Thelma Watts; 60 year member Bob Sedore. On behalf of your Union Brothers and Sisters here at the Branch, I would like to congratulate our honorees for their many years of loyal and dedicated service to the National Association of Letter Carriers and to our Branch, and for attaining these significant milestones in their Union membership.

Scholarship Winners

At our September 25, Executive Board meeting our Branch Trustees selected the recipients of the four Branch Scholarships for 2017. Congratulations to Evelyn Maciejewski, the daughter of Belleville carrier Robert Maciejewski; Lucas Kuzala, the son of retired Dearborn Annex carrier Joanne Kuzala; Robin Crowder, the daughter of Dearborn Annex carrier Jesse Crowder; and finally Kareem Bryant, the son of Westland carriers Felicia and Kareem Bryant. Each winner will receive \$500 from the Branch to use toward their tuition or other school related expenses. On behalf of the Branch we wish you much success in your chosen fields of study.

MDA Satchel Drive

On Sunday September 10, our Branch once again participated in the annual NALC "Fill the Satchel" drive for the Muscular Dystrophy

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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	Gregory Bodziak
.....	Bryon Hendricks (alt)
Dearborn (Main).....	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
Dearborn (Annex).....	Melvin MacDonald
.....	Jacqueline McGregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights.....	Denise Viola
Dundee.....	313-295-1640
Flat Rock	Lillian Bogosian
Grosse Ile.....	Christopher Biegalski
.....	Kim Bumbul (alt)
.....	Gloria Warthen (alt)
Inkster	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
Lincoln Park	Scott Watts
.....	Dave Reise (alt)
Monroe	Erik Venzke
.....	Chris Carmon (alt)
.....	Jacqueline Belman (alt)
Northville.....	Beth Bays (alt)
.....	Valerie Watkins (alt)
Plymouth	Kristie Nelson (alt)
.....	Tamara Bosman (alt)
Rockwood.....	Gloria Warthen
Taylor	Michele Szafran
Temperance	313-295-1640
Trenton	Casey Pennington
.....	Tracy Mitchell
Westland.....	Walter McGregory
.....	Felicia Bryant
.....	Katrina Jones
.....	Vina Stacy (alt)
.....	Cynthia Harris (alt)
Canton	Ramon Robinson
.....	Tyler Haverstick
.....	Lois Fritz (alt)
Ypsilanti.....	Mike Tredway
.....	Paul Bordine
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)
.....	Stevi Hall (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

Association. As in years past both active and retired members hit the street corners near the Union office at the intersection of Ecorse and Monroe. Our volunteers worked the streets from 11:00 am until 3:00 pm filling the satchel for MDA. Our total for the day came in at a respectable \$1381.88! Thank you to all the volunteers who came out to make our "Fill the Satchel" drive another success. They are Canton, Joe Golonka and Tyler Haverstick; Dearborn, Mark Judd; Dearborn Heights, Jim Powell; Flat Rock, Lillian Bogosian; Grosse Ile, Gloria Warthen; Inkster, Phil Ashford; Lincoln Park, Paula Hall, Dave Reise, Scott Watts, and Brandon Watts; Monroe, Jackie Belman; Northville, Beth Bays and Janice Mitchum; Plymouth, Patty Linna; Taylor, Michele Szafran; Trenton, Tracy Mitchell; and Westland, Felicia Bryant and Katrina Jones.

Personal Note

I would like to thank the membership for the vote of confidence they gave me by reelecting me by acclamation for another term as your president. Thank You!

-- *Mark Judd*
President

EVP's Report

RE-ELECTION

I would like to first say thank you to the membership for re-electing me as your Executive Vice President. Thanks for your support and confidence in me!

K.I.M. Training

This year's K.I.M. (Kentucky/Indiana/Michigan) Training was held at the Motor City Hotel and Casino in downtown Detroit October 7th-9th. Over 30 of your own Branch 2184 officers, stewards and alternate steward attended classes over the Columbus Holiday weekend to sharpen up their skills as

contract enforcers. Michele Szafran (steward out of the Taylor office) was an Instructor teaching Safety. I was an Instructor for a class on grievance remedies, along with Regional Administrative Assistant David Mudd. Vice President Joe Golonka also assisted with the training that was conducted by National Business Agent Pat Carroll's office. Almost 500 letter carriers from around the K.I.M. Region attended the training.

A special guest that attended the K.I.M. training was our very own National President, Fred Rolando. Fred gave updates on everything that is going on, from the implementation of our current new contract to legislative updates. One key piece of information President Rolando reported was that fulltime regular carriers could expect to see their retroactive back pay on their checks reflected in the December 1st, 2017 checks and CCAs should expect to see their retroactive back pay in their February 9th, 2018 pay checks.

LCPF

President Fred Rolando also reported that we all need to get more carriers signed up for our Letter Carrier Political Fund (LCPF). Currently now, there are only 8 out of every 100 letter carriers across the country contributing to the NALC's Political Action Committee (PAC). As President Rolando noted, union dues cannot be used for this PAC, so it is so important that we all do our part and sign up. With a one party majority in the United States Senate, the House of Representatives, and the White House, legislation is constantly being drafted that is anti-letter carrier and anti-Postal Service. That means the "wolf is at our door"! They want to take away our benefits and pay that we all have worked so hard for. The way you can help prevent that is by signing up for LCPF.

One of the highlights of the K.I.M. training was our branch being recognized by our NALC Regional Legislative and Political Organizer Brent Fjrestad. **Branch 2184 is number ONE among the largest 100 branches across the country with**

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EVP Report

100% of our leaders of the branch signed up for LCPF. All 47 of the leaders of Branch 2184, from the president to each alternate steward and everyone in between, are signed up as LCPF contributors. We are leading by example and wouldn't ask you to do anything we are not doing. Sisters and brothers, this is so real! Don't sit back and wait for someone else to save us, you have to do more than just pay your dues. Your LCPF dollars will go to help fight off those politicians that want to take away your pay and benefits. It can happen! Call the Branch 2184 office at 313 295 1640 and an officer will be glad to assist you in signing up. This is insurance to protect the future for you and your family.

Article 8 Update

With the new contract comes some new language for Article 8, which deals with the assignment of overtime work. As of October 1, 2017, all overtime hours worked by, and all opportunities offered to, employees on the "Overtime Desired" list, regardless of whether the overtime/opportunity is on or off the employee's own assignment, will be considered and counted when determining quarterly equitability. Only overtime hours worked or opportunities offered beyond eight hours on a holiday or designated holiday will be considered and counted when determining equitability. Management should be posting weekly updates on overtime equity in your office.

-- *Walt McGregory*
Executive Vice President

VP's Report**Who OWNS The Street?**

In recent years, Postal Service management has adopted an aggressive strategy wherein they utilize their questionable computer-generated data as attempted means of "controlling" the amount of time that a letter carrier uses to complete their daily du-

ties. Although these programs (i.e. DOIS, PET) are framed as management tools that are allegedly used to estimate office and street time on a letter carrier assignment, the daily application of this on the workroom floor more typically takes the form of an implied or even a direct instruction as opposed to a discussion of estimates or expectations. This is not by accident; the Postal Service knowingly engages in a willful attempt to intimidate and even bully letter carriers on a daily basis with inaccurate and nearly always incomplete workload information.

Many letter carriers, especially our newer letter carriers, are intentionally misled into believing that management determines the amount of time necessary to complete assigned duties each day, particularly the delivery portion of their work. However, this could not be LESS true. There is a very distinct difference between management's conventional authority to instruct a letter carrier on how long they are authorized to work each day, and management's entirely nonexistent authority to instruct a letter carrier to complete ALL duties within a specified amount of time.

This distinction is much more than just a rhetorical or semantic difference, or merely a matter of perspective. Instead, this is the very essence of what is most responsible for the antagonistic and frequently hostile work floor environment in many post office stations. Simply put, there is no aspect of letter carrier work that can be predetermined to the extent of certainty. Minimum casing standards do exist in the office (18 letters/8 flats per minute), but even this portion of the letter carrier workday is subject to varied and typically unpredictable factors. When a supervisor tells a letter carrier that "your leave time is 8:45" and at 8:45 parcels are not ready, accountable items have not been received, and the hot case is not finalized, it becomes rather clear that this will not be the carrier's leave time that day.

However, it is in the STREET where a letter carrier's work becomes entirely self-directed. Always keep in mind some very important truths. First, there are NO established time values whatsoever for ANY letter carrier delivery function. This

begins with all the time necessary to load your vehicle and continues throughout every aspect of street duties as they are performed. Letter carriers are expected to work in an efficient manner, but that also means working in a safe, sane, and always under control manner.

We on the union side of the business often will repeat the adage "it takes what it takes" when discussing street time. USPS management does not like those words, simply because they are true. They would rather have you believe that "it takes what we tell you it takes." However, as just discussed, under no circumstances does management have an enforceable authority to tell any letter carrier that they **MUST** complete any delivery function within a specified time frame. **Instead, it is ultimately the letter carrier that tells management how long his or her work will take.** Initially, this often requires the completion of PS form 3996, and sometimes it will also require a call from the street. But in every case, it is **ONLY** the letter carrier who determines exactly how long the delivery portion of their duties will take each day.

Ground Truth

Since that late 1970s I have been a volunteer severe local storm spotter (Skywarn) for the National Weather Service. The purpose of the Skywarn Spotter program is to enable Weather Service meteorologists to receive real time eyewitness verification of severe weather hazards such as tornadoes, large hail, and damaging wind gusts. Although advanced weather radar is a valuable tool for the detection of severe weather, spotter reports are essential for providing actual verification of severe weather phenomena that are developing or occurring at a specific location.

A commonly used expression for this type of real time verification is "ground truth," meaning what is really happening as opposed to what is indicated or appears to be happening. In a very real sense, the actual daily work of a letter carrier is the Postal Service's version of ground truth. DOIS and similar workload estimates utilized by management

are just that – estimations not reality. However, objective reality does exist, and it is **ONLY** the letter carrier who determines this reality each day.

So who "owns" the street? **YOU** own the street, because it is you that takes complete ownership of your daily work. Letter Carriers are the face of America's public postal service, and it is the work of letter carriers that defines its core mission. An empowering and affirmative way for every letter carrier to always maintain pride and dignity is to remember that without your work, there is no Postal Service to begin with. Always take pride in knowing this, because you are the ultimate truth of the Postal Service, and you are the iconic symbol of an American institution.

Thank You

A note of thanks goes to our membership for allowing me to serve another term as Branch 2184 Vice-President. Just as the Postal Service is in a time of rapid transition, our Branch has also begun a transition that will bring us into a bright future of top-notch representational services and continued leadership in every aspect of Union activism. During the past several years our future leaders have begun to emerge and this is continuing to occur on a consistent basis. It is my intent and my promise to our members that I use the next three years to do all in my power to help ensure that our future leaders have been prepared in every possible manner for the difficult but enormously rewarding task that awaits them.

-- *Joe Golonka*
Vice President

Branch 2184 Web Site

www.nalc2184.org

Retirement Information
CSRS & FERS Annuity Payments
OWCP Information
Branch Calendar
"FMLA" forms

Elections To Take Place For Contested Branch Officers and Office Steward Positions

At the October 4, 2017 Branch membership meeting, nominations for Branch officers, stewards, and convention delegates took place for a new three-year term of office from 2018 through 2020. **During November 2017 our members will have the opportunity to vote for contested officer and steward positions.**

The following were elected to the executive board by acclamation at the October membership meeting and are automatically branch delegates by virtue of the position; President **Mark Judd**, Executive Vice President **Walt McGregory**, Vice President **Joe Golonka**, Recording Secretary **Jackie McGregory**, Financial Secretary **Cathy Tondreau**, Sergeant at Arms **Scott Watts**, Health Benefits Rep **Jim Powell** and Retirees Officer **Leonard Zawisa**.

Contested Executive Board Positions are as follows and are listed in order, as nominated on October 4, 2017.

Trustees (Three to be Elected):

- Gloria Warthen
- Patty Linna
- Felicia Bryant (Davis)
- Tim Bailey

Contested Office Steward Positions are as follows and are listed in order, as nominated on October 4, 2017.

Belleville (One to be Elected):

- Bryon Hendricks
- Greg Bodziak

Plymouth (Two to be Elected):

- Diego Forshaw
- Dan Marek
- Tamara Bosman

Canton (Two to be Elected):

- Lori Boljesic
- Tyler Haverstick
- Ramon Robinson

Additionally, the following office stewards were elected by acclamation:

Dearborn Main	Symone Coleman Darryl Clay
Dearborn Annex	Melvin MacDonald Jackie McGregory
Dearborn Heights	Denise Viola
Flat Rock	Lillian Bogosian
Grosse Ile	Chris Biegalski
Inkster	Phil Ashford
Lincoln Park	Scott Watts
Monroe	Eric Venzke
Northville	Valerie Watkins
Taylor	Keith Benedict Michele Szafran
Trenton	Tracy Mitchell
Westland	Felicia Bryant (Davis) Walter McGregory Cynthia Harris
Ypsilanti	Stevi Hall Paul Bordine

Finally, the following 50 members were elected by acclamation as delegates to the Union's National and State conventions from 2018 through 2020:

Chris Carmen, Erik Venzke, Janice Mitchum, Valerie Watkins, Cynthia Harris, Orlando Allen, Paul Bordine, Danita Smith, Kristie Nelson, Bryon Hendricks, Chris Biegalski, Mel MacDonald, Karl Gibbs, Tracy Mitchell, Denise Viola, Felicia Bryant (Davis), Gloria Warthen, Darryl Clay, Symone Coleman, Yvonne Jackson, Mike Tredway, Patty Linna, Paula Hall, Lillian Bogosian, Jackie Belman, Casey Pennington, Scherrie Lacey, Phil Ashford, Daima Taylor, Tyler Haverstick, Katrina Jones, Elizabeth Bays, Larysa Larson, Ricco Wilson, Keith Benedict, Dave Reise, Lori Boljeic, Mark Obermiller, Stevi Hall, Nora Brooks, Ramon Robinson, Nikeisha Lane, Michele Szafran, Dawn Gable, Arron Toth,

Jim Wolstencroft, Monique Packer, Ryan Judd, Thad Dillard and Tamara Bosman.

Branch 2184 President Mark Judd has appointed an election committee to oversee these elections. The committee consists of Dave Reise, Joe Golonka, Michele Szafran, Paula Hall, Mel MacDonald and alternates Phil Ashford and Jim Powell.

Under Branch election policy, all candidates for contested positions were given the opportunity to provide a statement of candidacy to be published in the newsletter. Those provided, are in this issue.

DISCLAIMER: The opinions expressed within the candidacy statements may not be the opinions of Branch 2184.

The election will be conducted by secret mail ballots. Ballots will be mailed to the last known home addresses of eligible members. The election committee determined **November 7, 2017** to be the date ballots will be mailed to eligible members. Ballots will include instructions and must be mailed back to the Election Committee. Ballots will be counted on **November 27th**. Results will be announced at the December 6th Branch Meeting.

-- *Casey Pennington*
Recording Secretary

Candidate Statement – Bryon Hendricks

To my Union brothers and sisters in **Belleville**:

I am addressing you today asking for your vote and support to be your next Union steward. I've been a NALC member in good standing my entire career of 24 years. I was a convention delegate for nearly two decades and Union steward in Inkster for about 10 years. I am known to be knowledgeable and level headed in my representation. You can trust me to be confidential with your information and problems and to work with you to resolve any issues. I will represent you with all the skill, knowledge, and passion I possess. So I am seeking your vote for the honor to be you next Union Steward of Belleville.

-- *Bryon Hendricks*

Candidate Statement – Lori Boljesic

My name is Lori Boljesic and I am running for the position of Steward in the **Canton** station. I have been a letter carrier for the past 17 years. My first 12 years were spent in Westland, with the exception of two to three years that I worked in Wayne. I am currently working in the Canton office and I have been there for the past 5 years. During these years I have learned a lot about the Postal Service, the rights and the wrongs, as well as the good and the bad.

Because of my years of experience, combined with working under the guidance of Executive-Vice President Walt Gregory, I feel that I would be a great NALC steward for the Canton office. I have never been afraid to stand up for myself and what is right. I would love the opportunity to stand up and serve you for the next 3 years.

-- *Lori Boljesic*

Candidate Statement – Greg Bodziak

I'm Greg Bodziak. I've been a carrier for 25 years and an alternate steward or steward for the last 5 years. I've carried mail in 3 states and have been part of three NALC branches. Branch 2184 is the very best! There are so many knowledgeable people who live and breathe the union and the contract. Thank you to them and their service.

I've been part of a lot in my career and have been on both sides of the table, needing a steward's assistance and assisting other carriers. Right now things are going well at the **Belleville** Post Office. I will work hard to keep it that way. We are well staffed and not on the radar as much as other stations. We have avoided a full blown route inspection and the minor route adjustments are going well.

If you vote for me, you're in good hands and even if you don't, you're always in good hands with Branch 2184. May God bless you the U.S. Postal Service, and the United States of America.

-- *Greg Bodziak*

Candidate Statement for Trustee - Gloria Warthen

My name is Gloria Warthen and I am seeking re-election to the office of Branch 2184 Trustee. I have been a letter carrier in the Rockwood and Grosse Ile offices for more than 18 years and have been a Trustee of our Branch since 2006. My previous Union experience includes over ten years of service as an NALC Steward, providing representation in both the Rockwood and Flat Rock offices, as well as an alternate steward in Grosse Ile. As an active union member I attend all Branch 2184 membership meetings as well as all State and National Conventions.

Additionally, I have attended numerous training seminars conducted by the NALC, and I am an active participant in many Branch activities. I am a strong supporter of the Letter Carrier Political Fund and have worked hard to elect candidates that support letter carrier-friendly issues and legislation.

During the past 12 years Branch 2184's Trustees have helped to oversee the steady growth of our Branch's finances. I am proud to have been a part of this, working closely with Branch President Mark Judd and the other Executive Board members as well as conducting twice-yearly audits. I am dedicated to the betterment of the Branch and I believe that we can still do more. As a Trustee I will continue to serve Branch 2184 by safeguarding the interests of our members and ensuring that our business is conducted in a matter that is beyond reproach. I am honored to have been endorsed for re-election to the position of Trustee by Branch President Mark Judd, Executive Vice-President Walt Gregory, and Vice-President Joe Golonka. If re-elected, I promise to continue that mission and that is why I am asking for your vote.

--Gloria Warthen

Candidate Statement for Trustee - Patricia Linna

My name is Patricia Linna, and I am seeking reelection to the office of Branch 2184 Trustee. I have served our membership as a Branch Trustee for five consecutive terms. During the past decade as Trustee I have developed a close working relationship with the current officers of our Branch. Along with our two other Trustees, I have conducted detailed audits twice yearly and have helped maintain the security of our property and growth of the Branch's finances. We have overseen initiatives to update the Branch's computer system and successfully move all our grievance files and member records to readily accessible computer files.

I have attended every NALC State and National convention during my tenure as a Trustee. Additionally, I have taken numerous classes/workshops to ensure that I maintain up-to-date knowledge related to my responsibilities, and continue to do so at every opportunity. I also serve our membership as a NALC Legislative Liaison for the 13th Congressional District, continuing to work closely with the office of Representative John Conyers Jr. regarding issues that are critical to letter carriers.

I have attended all Branch 2184 Executive Board, leadership and monthly membership meetings and also volunteer as well as actively participate in nearly every Branch event and MDA fundraiser. I am proud to have been endorsed for re-election by Branch 2184 President Mark Judd, Executive Vice-President Walt Gregory, and Vice-President Joe Golonka. I pledge to continue to safeguard the Branch, its inventory, assets and funds, and I believe that my experience as a Branch Trustee will continue to be a valuable asset to the Branch. It would be an honor to continue serving our members for another term.

-- Patricia Linna

Candidate Statement for Trustee - Felicia Bryant (Davis)

Hello fellow brothers and sisters, my name is Felicia Bryant and I am running for one of the three trustee positions in Branch 2184. I have been a letter carrier in the Westland/Wayne/ Canton Installation for 17 years. I have been a union Steward and Delegate for the past five years. I also am an EEOC Representative within the Detroit District. Some of the other positions I have held in the last four years are; Food Drive coordinator for my Westland Office and CFC Canvasser for Westland main. I also participate in The Letter Carrier Political Fund.

This year, I was honored to be named runner up for the Fred Herman Steward of The Year Award for the State of Michigan. I am a very active union activist and involve my 3 children in our activities too. Throughout the years I have participated in many different things throughout the union like the Labor Day Parade, MDA Satchel Drive , MDA Bowl-A-thon and the Branch 2184 Union picnic where my kids and I volunteer. I am proud to be endorsed by other union stewards in our branch such as Recording Secretary Elect Jackie McGregory (Dearborn Annex), Darryl Clay (Dearborn Main), Denise Viola (Dearborn Heights) Christopher Biegalski (Grosse Ile), Phil Ashford and Scherrie Lacey (Inkster), Scott Watts (Lincoln Park), Valerie Watkins and Beth Bays (Northville), Kristie Nelson (Plymouth), Michele Szafran (Taylor), Tracy Mitchell (Trenton), Paul Bordine (Ypsilanti), and my fellow co-stewards Katrina Jones, Tyler Haverstick and Ramon Robinson of (Canton).

EVP Walt McGregory has been mentoring me since I have been a union steward and I look forward to working with him if elected and the other officers of the branch to insure that your voice is heard on the Executive Board. The branch is doing good thus far, with your vote, I plan to make it do even better with new ideas and a new voice speaking for you the membership!

-- Felicia Bryant (Davis)

Candidate Statement for Trustee - Tim Bailey

My name is Tim Bailey and I am running for re-election to the office of Branch 2184 Trustee. I have been a letter carrier and active Branch 2184 member in the Dearborn Installation for 29 years. In 1997 I became a steward in Dearborn and a year later was chosen to serve as the Union's representative on one of the two Detroit District Step B teams. Since then I have continued to be the Union's strong advocate at Step B. I now have the distinction of being the longest serving Union Step B representative in the country.

In addition, I am an active participant in Branch 2184 and NALC sponsored functions. I have attended and actively participated in numerous NALC National and State conventions as well as training seminars conducted by our National Business Agent's Office, where I have also served as an instructor. I faithfully attend all Branch 2184 member meetings and assist our Branch officers and stewards at meetings with information and insight regarding contract interpretation and enforcement issues.

I have been endorsed in my re-election bid for the Trustee position by Branch 2184 President Mark Judd, Executive Vice-President Walt McGregory, and Vice-President Joe Golonka. If re-elected I pledge to continue to work closely with Branch President Judd as well as the other Trustees and officers of the Executive Board to ensure that our Branch maintains the highest level of accountability and member-related services. It would be my privilege and honor to continue to serve you as a Branch 2184 Trustee and that is why I am asking for your vote.

-- Tim Bailey

It Could Happen To You

On August 25, 2016 I was injured on the job as a CCA. I was delivering mail on a park and loop route when my ankle twisted causing me to fall down a set of stairs. I ended up with a severe ankle sprain and severe bruising on the bones in my ankle. Ankle sprains are graded 1-3 with 3 requiring surgery. According to my orthopedic surgeon I had a grade 2.5 sprain.

When I initially got hurt I made it clear to my supervisor that I wanted to go to the hospital, my postmaster forced me to go to an urgent care of his choosing for the first month of my injury. This set my recovery back a month due to improper healing since the urgent care had not dealt with my injury properly. Management did not give me my continuation of pay (COP), which forced me to deplete my savings to pay my bills. They made me come into the office several times after my injury to sit through safety committee meetings and had me retell what happened on that porch over and over to ensure that my "story" didn't change. They called my physician and asked them to change my restrictions since "she only did this because it was a holiday." Any update that I had to give management was met with distrust, anger, and skepticism; even though I was seeing one of the best orthopedic surgeons in Michigan.

Because of management's initial bungling of my injury paperwork, and their willful ignorance of the severity of my injury, I was out of work for 7 months. I was living in daily pain from my injury for 9 months and even now, 14 months post injury, I do not have full range of motion in my right ankle and I still and will always have intermittent pain. If it were not for my wonderful union stewards and the work of Joe Golonka at the union office, I would have neither received my COP nor won the grievances that we filed. It is actually this life event that has sparked my interest in union work and has shown me that if management will act like this toward me and my injury, they will certainly do it to someone else. The best way to ensure that management cannot do these things is to be informed, and knowledgeable.

If you are injured on the job, it is important to:

- A. Assess your injury. If it is a serious life-or-death injury situation needing immediate medical attention, do not hesitate to call 911. Your health and safety takes precedence over all else.
- B. Notify management of your injury and ensure they give you the proper paperwork needed to start your injury claim. The essential initial paperwork consists of OWCP form CA-1 to report the injury, and OWCP form CA-16 which authorizes medical treatment for the injury.
- C. Call your union representative and/or the Branch 2184 union office as soon as possible. This will help ensure that management will not play around with your health or your paperwork. Too often, management has mishandled paperwork or deliberately refused to give a carrier the injury compensation claim paperwork. Management and their shenanigans have delayed carriers in getting paid and have stolen carriers leave, resulting in carriers going into debt waiting for management to fix their mistakes and make the carrier whole.

If you are injured on the job you are allowed to seek medical treatment wherever you choose, as long as they accept Federal employee worker's compensation claims. Also, you, *not management*, should be filling out the CA-1. All management should be doing on that form is signing and dating the last page (the receipt) and giving you a copy of it. Insist on obtaining a copy of the completed CA-1 as this is your proof that an injury has occurred and that you notified management. There have been instances where supervisors "lost" the CA-1 form, which results in the Department of Labor not knowing about the injury and can leave the carrier with medical expenses and lost work time until the grievance procedure runs its course. Also, if management asks for you to write a separate statement describing how you got injured, simply write exactly what you wrote on the CA-1, no more and no less. Do not give them ammunition to falsely claim that you are lying about

your injury because what you wrote on the CA-1 allegedly contradicts what you wrote in your statement.

In our line of work injuries will happen. It is up to each of us to take our own health and safety seriously, and ensure that if we do get injured, it is properly recorded and that we get the medical attention we need. I know a lot of carriers that have the "nothing will stop me, never bring mail back" mentality, but when you get injured you need to make yourself and your health the priority, not those red and white boxes. I ask you, please, if you get hurt take care of yourself first and remember that you have to live with your body for the rest of your life, make sure it is as painless as possible.

Have fun, Stay safe, and make good choices!

-- Jackie Belman

Alternate Steward, Monroe

Don't Skip The Check

Upon punching in one morning, I notice that there were only about half of the carriers in my station going out to do their vehicle safety check. As I came back into the building, I asked a couple carriers why they didn't do their vehicle check. The first response was, "it was fine when I drove it yesterday. What could've happen since I parked it last night?" The other response was, "this is the third route I've been put on in the past 15 minutes. I don't have time to check the vehicle for each route."

It's no secret that the current fleet of postal vehicles is way past their prime. Most (if not all) of the LLV's could be considered "Classic" or "Historical" vehicles. Of the 190,000 or so vehicles used daily for mail delivery about 140,000 are Long Life Vehicles (LLV). Due to their age and the daily abuse they take, the LLV's are in dire need of constant maintenance or better yet, the car crusher.

Since January there have been 30 LLV fires reported including one on October 1st in Clarkston, Michigan. Fires are becoming more common and they all start in the engine area which is right where you sit. What would you do if the LLV you were

driving suddenly caught on fire? First and foremost, get out! Don't put yourself in harms way by trying to save the contents of the vehicle. As that LLV goes up in flames would you wonder what caused it or if it could've been prevented?

According to Notice 76 (extended vehicle safety check), checking for a fluid leak is listed as the first thing to look for. No one expects you to get down on your hands and knees. It's easy to see if there is a puddle coming from the front as you walk around the vehicle or to look on the ground as you pull out of the parking spot. If you suspect a fluid leak write it up on a vehicle repair tag and give it to a supervisor so they can have it checked out.

In response to the carriers who don't bother with their vehicle safety checks, I only have this to say: a lot can happen to an LLV after parking it. If there is a fluid leak, it would have time to puddle on the ground during the night and should be easy to notice when a vehicle check is done the following morning. As far as not knowing what route you're on or if your assignment is changed several times in the morning- you get paid by the hour. That's easy money, so why wouldn't you? Help keep yourself safe and don't skip the check.

-- Michele Szafran

Taylor Steward and Detroit District

Accident Reduction Committee Member



NBA Pat Carroll and President Mark Judd present 60 year pin to Bob Kreager at the September Branch Meeting

Contract Corner:

Q: What is the "5-minute leeway" rule and how does it work?

A: The "5-minute leeway" rule is a pay rule that is often misunderstood. Postal Service regulations regarding this rule are found in the Employee and Labor Relations Manual (ELM) sections 432.461 through 432.465. ELM 432.461 states "**Although each employee at installations with time recording devices is required to clock in and clock out on time, congestion at time clocks or other conditions can sometimes cause clock time to vary slightly from the established work schedule.** Therefore, a deviation may be allowed from the scheduled time for each clock ring up to 0.08 hour (5 minutes)."

The 5-minute leeway rule applies **ONLY** to full-time and part-time regular employees, not to CCAs or to PTFs. The latter are allowed the 5-minute leeway for clocking purposes, but they are paid on the basis of actual daily clock rings. The 5-minute leeway rule also applies only to the scheduled

tour of duty. If an employee works in an overtime status immediately prior to or after their scheduled tour, they are paid for all actual clock time and the 5-minute leeway rule does not apply to their workhours that day.

The 5-minute leeway rule is applied as follows: If a full-time regular employee's clock ring totals for a regularly scheduled tour are between 7.92 and 8.08 hours, the time should be adjusted to 8:00 hours. An exception occurs when an eight-hour workday includes a combination of both work and paid leave. In that situation the employee is paid for actual time worked, with the balance charged to paid (sick or annual) leave.

In summary, letter carriers are required to clock in on time, but not prior to the scheduled start of their tour. Letter carriers are also required to clock out on time, unless authorized to continue working. However, due to clock congestion or other similar conditions, there is a 5-minute leeway rule that allows clock rings to be rounded to 8:00 hours for pay purposes.



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Contact Your Brookfield Representative!

Robert Kreager

Branch 2184 Retired

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Q: Can management allow letter carriers to work off the clock if they want to?

A: Under NO circumstances can management ever allow any letter carrier to perform any work while not in a pay status. Recently, a misguided supervisor in a Branch 2184-represented office erroneously claimed that he could not stop a carrier that allegedly "wanted" to work off the clock. However, the supervisor's deceitful claim is directly contradicted by specific Contract language that is found in Article 41, section 3.K of the Collective Bargaining Agreement: **"Supervisors will not require, nor permit, employees to work off the clock." That language cannot be much clearer. It is management's direct responsibility at all times to ensure that all employees are only performing work while in a pay status.**

Additionally, the M-41 Handbook (City Carriers Duties and Responsibilities) section 112.26 states that "Do not report at cases or racks before tour of duty is scheduled to begin or linger about cases or racks after tour has ended." What this means is that letter carriers should not be in their immediate work location either before or after their scheduled tour of duty.

Any work-related function, including the rearrangement of mail distributed to cases and similar tasks, must always be done on paid time only. The mail that is sitting at letter cases isn't going anywhere and will still be there after the letter carrier is on official time. There is simply NO reason to ever perform any work related function while off the clock. What's your hurry, anyway?

Q: Supervisors in my station have been bringing mail out to letter carriers on the street and have also been taking back our collection mail. Can they do this?

A: In a word – NO. The transportation of mail to and from city letter carrier routes is work that is solely designated as city letter carrier bargaining unit work. Article 1, section 6.A of the Collective Bargaining Agreement provides that "Supervisors are prohibited from bargaining unit work at post offices

with 100 or more bargaining unit employees, except in an emergency, for purposes or training or instruction, to ensure the proper operation of equipment, to protect the safety of employees, or to protect the property of the USPS." In post offices with less than 100 bargaining unit employees, the same prohibitions apply unless the work is specifically included in the supervisor's job description. Even in that situation, this does not authorize the supervisor to perform bargaining unit work as a matter of course every day.

Thus, unless one of the uncommon and situation-specific exceptions noted above exists, management is directly prohibited from taking out mail to the street or bringing back mail from letter carrier assignments. Typically, management tries to get away with doing this to avoid paying one or more letter carriers to do this work. However, if a supervisor has time to be doing work that belongs to other employees, it calls into question the necessity of supervisor's own job to begin with. Whenever management is observed doing letter carrier work, document the details and initiate a timely grievance. Management will end up having to pay one or more letter carriers for this work anyway.

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.

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

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GIMME 5

Attend Your Branch Meetings

Branch Meetings

1st Wednesday of the month

7:30 pm @ Union Hall

Retirees Meetings

2nd Wednesday of the month

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 **Stacey Serokman** (Canton), **Pat Manning** (Lincoln Park Retired) and **Wanda Cross** (Spouse of deceased Taylor Carrier Patrick Cross) for their donations.

Lets make our new members feel welcome.

For more information call
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