

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October 2018

**Branch 2184**  
**Western Wayne County, MI**  
**National Association**  
**of Letter Carriers**  
**AFL - CIO**  
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**Office Hours:**

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

**Calendar**

**Branch Meetings:**

November 7th, 2018  
December 5th, 2018  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

November 14th, 2018  
December 12th, 2018  
(12:30 p.m. - Union Hall)

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## Send a message on Election Day -- U.S. Mail: Not for Sale

**Labor Day is not only a day to celebrate workers and their unions,** it also marked the unofficial opening of this year's midterm political campaign leading up to the November 6 election, when all 435 seats in the House of Representatives and about a third of the Senate will be on the ballot. The stakes for federal and postal employees could not be higher. The Trump administration, which just before Labor Day called for canceling the scheduled federal employee pay raise for 2019, has set up a task force to spell out the details of a plan to restructure and privatize the Postal Service. What happens to these outrageous proposals will be determined by the results of the midterm elections.

Over the past several months, our legislative and political organizers (LPOs) have been crisscrossing the country, working with branches and state associations to educate our active and retired members about the legislative risks we face, the congressional audience we must convince to support us, and the tools we have to achieve our legislative goals. But every two years, we get to do more than just lobby our representatives in Washington; we get to exercise our right to vote to decide who represents us in Congress. By the time you read this, Election Day will be just days away. I want to discuss what is at stake in this election and what we are doing to help you make informed voting decisions.

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**"The biggest threat to our democracy is not who resides in the White House or which party runs Congress. The biggest threat is voter apathy."**

**"We need new leadership in Congress to help us fight back."**

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### The stakes

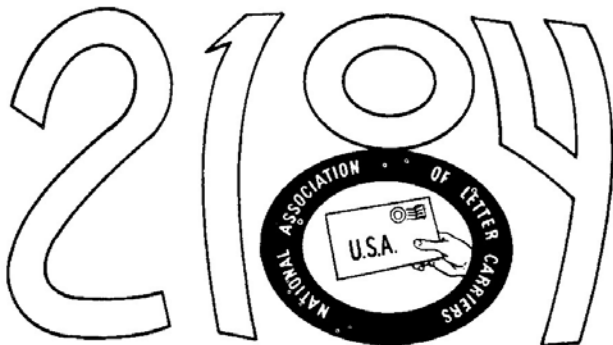
**Every election is a crucial one for federal employees, including letter carriers.** Unlike most Americans, our elected representatives are also,

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## Officers

President.....	Mark Judd
Executive Vice President .....	Walt McGregory
Vice President .....	Joe Golonka
Recording Secretary.....	Jacqueline McGregory
Financial Secretary Treas .....	Cathy Tondreau
Sergeant at Arms.....	Scott Watts
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Editor.....	Leonard Zawisa
Branch Scribe.....	Joe Golonka
Injury Compensation.....	Joe Golonka
Injury Compensation .....	Michele Szafran
Web Page Design .....	Jim Hales

**NALC**



**AFL-CIO**

**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 .....	Bryon Hendricks
.....	Greg Bodziak (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 .....	Jacqueline Dewaele
Flat Rock .....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
.....	Gloria Warthen (alt)
Inkster.....	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
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.....	Jacqueline Dewaele
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Northville .....	Valerie Watkins
.....	Beth Bays (alt)
.....	Jennifer Rake (alt)
Plymouth .....	Tamara Bosman
.....	Diego Forshaw
.....	Kristie Nelson (alt)
Rockwood .....	Gloria Warthen
Taylor.....	Michele Szafran
.....	Scott Horn
Temperance.....	Jackie Dewaele
Trenton .....	Tracy Mitchell
Westland.....	Walter McGregory
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Vina Stacy (alt)
.....	Tyler Haverstick (alt)
Canton .....	Ramon Robinson
.....	Lois Fritz (alt)
.....	John Hite
Ypsilanti.....	Paul Bordine
.....	Stevi Hall
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)
.....	Danita Smith (alt)

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## NALC President's Message

effectively, our bosses. They have a direct say over every aspect of our working lives—ranging from the mundane (how many paid federal holidays we have) to the serious (whether we have a union and how much our retirement annuities will be) to the existential (should there be a government-owned Postal Service?).

This last example is not hyperbole. In June, the Office of Management and Budget (OMB) released its plan for reorganizing the federal government. Its section on USPS proposed to restructure the agency to prepare it for privatization and indicated that President Trump's postal task force would fill in the details in its upcoming report, which has not been released yet.

Even if the task force does not propose full privatization, it could propose truly draconian "reforms" that could directly affect our jobs, such as banning USPS from competing with private companies in package delivery (currently the fastest growing part of the mail industry), or revoking our right to negotiate our pay and conditions with the Postal Service. Both ideas have been floated within the task force.

However, the important thing is this: None of these ideas can happen unless Congress approves them. So who serves in the House and Senate, and what they think about the Postal Service, letter carriers and the rights of private-sector and public-sector workers, will make all the difference in the world. We need to elect representatives and senators who will block these terrible ideas. We need to elect politicians from both parties who support us, our employer and our rights to a union. We call it an "NALC majority"—meaning men and women who will stand with us on the issues.

### New leadership needed

**NALC is proud to support candidates from both parties.** Because USPS is not a partisan issue and our members come from all points on the political spectrum, we welcome and need support from both Democrats and Republicans. This election will be no different—the voter guide discussed below will highlight friends in both parties. At the same time, we must also recognize that, in Congress, which party leads really matters. The leadership sets the agenda and controls who chairs the committees with jurisdiction over the Postal Service and the federal workforce.

The current leadership is failing federal and postal employees. It has actively blocked sensible postal reform, putting our jobs and economic security in danger, and

has proposed huge cuts to our retirement and health benefits. At a time when the White House is attacking the Postal Service, freezing federal pay, issuing anti-union executive orders, placing anti-union justices on the Supreme Court, and packing the National Labor Relations Board (NLRB) with anti-worker corporate lawyers, we need new leadership in Congress to help us fight back. Keep this in mind when you vote.

### NALC voter information

**Not everybody "votes their pocketbook."** I get that. But if your job and your standard of living are important to you, and if you need information about the candidates who want to represent you in the House and Senate, the NALC website has the information you need to help you decide. Go to [nalc.org/voterguide](http://nalc.org/voterguide) to access this information by your residential ZIP code. We've carefully compiled information on issues key to letter carriers to inform them of where incumbents and candidates stand.

Our focus is to provide our members with a simple narrative on the issues most important to us: retirement and health benefits, the Postal Service, and workers' rights. You also can learn more about these issues on Oct. 8, when the four postal unions will hold rallies across the country to oppose privatization of the Postal Service.



### 'U.S. Mail: Not for Sale'

**We will hold rallies across the country** to mobilize our members and their communities to make the Postal Service a voting issue on Nov. 6. Working in cooperation with the American Postal Workers Union (APWU), the National Rural Letter Carriers' Association (NRLCA) and the National Postal Mail Handlers Union (NPMHU), we have scheduled hundreds of rallies near congressional

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NALC President's Message

district offices, campaign headquarters and Senate field offices to send a clear message to the public: The U.S. Mail is not for sale. We will rally in opposition to privatization and to maintain high-quality universal service for all American people.

At the same time, these rallies aim to protect our jobs, our retirement benefits and our standard of living by letting every candidate for federal office know that the Postal Service is a voting issue in this year's election. The Postal Service has the overwhelming support of the American people—88 percent of Americans give USPS a favorable rating, making it the most popular agency in the federal government. We must educate them about the danger posed by the White House Task Force on the Postal Service, which recently announced that its report will be delayed until after the election. We must expose this lack of transparency and make sure that our members and voters know what is at stake on Nov. 6.

### **A final note: Vote**

#### **Our country is deeply polarized right now.**

We all know that. There is a lot of loose talk about our endangered democracy. It is worrying. But I think the biggest threat to our democracy is not who resides in the White House or which party runs Congress. The biggest threat is voter apathy.

In 2016, more than 100 million eligible voters failed to vote on Election Day—nearly half the country. In recent midterm elections, only about a third of eligible voters cast a ballot. That is the real crisis of our democracy. Please do your part and vote, and urge all of your family and friends to do the same. Like the Postal Service, our democracy is worth fighting for.

-- Fredric V. Rolando

*President*

*National Association of Letter Carriers*

## **Federal Employees Health Benefits Program**

### **FEHB Open Season**

**Monday November 12, 2018**

**Thru**

**Monday December 10, 2018**

# **EVP's Report**

## **U.S. Mail: Not For Sale Nationwide Rallies**

On Monday October 8<sup>th</sup>, thousands of letter carriers, family members and other postal employees held rallies in over 150 cities to send a clear message to the public and to politicians that the Postal Service is NOT FOR SALE! With the midterm elections just a few weeks away, you can make a difference by contacting your congressional representative and voicing to them that you would like the Postal Service to remain part of the federal government and not be privatized.

On Tuesday, November 6<sup>th</sup> when you go to vote, make sure that you vote for letter carrier friendly candidates that share your issues and that are committed to seeing the postal service remain "the people's postal service"! Don't forget to take a family member or two with you to vote, as well as a few friends. Voting does have consequences. We can't afford not to have our voices heard in this upcoming election; the stakes are too high!

### **PTFs**

PTFs are "Part Time Flexible" city carriers that are career letter carriers. PTFs have certain rights in our contract which include but are not limited to: No layoff protection, Workhour guarantees, Sunday premium, Step increases, opting and Cost-of-living adjustments (COLAs). These are just a few of many rights that PTFs have in our current contract and previous contracts prior to 2013, when all career USPS employees started as PTFs. Article 7 in our National I Agreement is where the contractual language regarding PTFs can be found. If you have further questions, see your steward or call the Branch 2184 office for assistance.

### **LCPF**

Right now our branch has a little over ten percent of our active and retired members donating to our Letter Carrier Political Fund (LCPF). We have

seen a small increase in our retired members signing up through their annuities, and we thank you all for that. There is also been a small increase in some of our Branch 2184-represented offices, with our stewards signing up active carriers to our PAC. We thank those stewards for the efforts. If you are not signed up as of yet, please contact the Branch 2184 office directly and we will get you signed up. \$5.00 a pay period is all that we are asking, which comes to just \$130.00 a year. This is less than the cost of a cup of coffee a day. If you are retired, we are asking that you contribute a minimum of five dollars a month from your annuity. This would equal only \$60.00 a year. The stakes are much too high for us all not to ensure the existence of our jobs and our retirement security. See your steward for more details.

In unionism,

-- *Walt McGregory*

*Executive Vice President*

## VP's Report

### A More Perfect Union

Many of you will recognize the phrase "a more perfect union" as appearing in the preamble of the Constitution of our United States. Of course, the union referenced in our nation's Constitution is the union of the States (thirteen in 1787 and now fifty). However, the analogy of the union of the United States and the union that represents our nation's letter carriers is fitting and appropriate for many reasons.

Our nation's letter carriers truly are a microcosm of America itself, representing the rich cultural diversity of many generations of immigrants during the past two centuries. It is this magnificent diversity that is the foundation and backbone of our nation's strength and greatness – a greatness that has always existed, contrary to a false and pathetically ignorant political slogan that claims otherwise. Although our nation is badly divided along political fault lines and has been dumbed down by decades of conservative appeals to mindless fear and ignorance, some things remain constant and true, and none more

so than the certainty of the U.S Mail and the culturally diverse letter carrier members of the world's best public employee Union, the NALC.

The NALC becomes a "more perfect union" in many ways, most importantly through our shared experience of service to all of our nation's people. One of my duties outside of Branch 2184 is to serve as an administrator for a large NALC social media group. This is a Facebook group with about 16,000 NALC members that range from newly hired CCAs to those with 50 years or more of NALC membership. Membership is limited to active and retired NALC members. Non-member letter carriers as well as management are not welcome to join or participate. Topics of discussion can be quite varied, but there is a wealth of contractual as well as institutional knowledge to be found.

Not unexpectedly, discussions of some of our contract and work rule issues within our online forums can become quite lively and opinions can be quite strong. It will not surprise anyone that knows me that I will jump into the fray from time to time. Although my usual roles are to serve as a contract and work rule resource and to correct contractual misinformation, occasionally I have been known to participate in debates about other union issues, especially when in my opinion the NALC has been wrongly impugned.

All of this – our unmatched cultural and individual diversity, our common work in service to America's people, and our interactions inside and outside of the workplace (including on social media), combines to make the NALC a more perfect labor union within the more perfect union of the United States of America. It is thus most fitting that America's letter carriers are the defining and iconic symbol of the world's finest public postal service. We are America itself.

### The Banner of Union Solidarity

A social media debate occurred recently following the flooding and devastation from Hurricane Florence. In some of the most hard-hit areas mail

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could not be delivered for a week or longer, resulting in the payment of administrative leave to affected career USPS employees. However, CCAs working in the same USPS Installations received no pay because USPS rules for administrative leave in such situations do not apply to them. One of the affected CCAs posted a comment wherein they questioned the concept of all letter carriers working under the banner of NALC Union solidarity, given the disparate pay rules in this situation. The concern expressed was not without merit, although misdirected when applied to Union solidarity.

In Branch 2184 we have about 1300 active and retired members. From time to time some of our active members will express concerns or even anger about what they perceive as union negotiated work rules benefitting one or more other employees instead of benefitting them. However, just as with the concerns expressed by the CCA about administrative pay rules, concerns about union-negotiated work rules are also quite misdirected in nature.

About 200,000 active city letter carriers are covered by the provisions of the NALC/USPS Collective Bargaining Agreement. In Branch 2184, about 925 active city carriers are also covered by the provisions of our Branch 2184 Local Memorandum of Understanding (LMOU) that we negotiated with the Postal Service. In BOTH instances, the Union's sole mission is always to negotiate work rules that will directly benefit as many actively working letter carriers as possible in any situation. However, it is not possible to negotiate provisions that will equally benefit every letter carrier in every situation. That would require negotiating about 200,000 individual National Contracts and about 925 individual Local Contracts, which is neither possible nor desirable.

As such, the NALC and its local Branches undertake a timeless mission that is indeed about each of us, but even more importantly it is about ALL of us. The Banner of Union Solidarity is most proudly flown whenever our members act in unified support of our common cause. Sure, when necessary we can

disagree and debate about the details, but we should do so in a manner which is constructive and not antagonistic. Most of all, our collective strength requires that each of us look in the mirror and see not just our own reflection, but instead the reflection of every letter carrier as well as every man and woman whose daily work embodies the power and dignity of labor in our nation.

## **The Myth of a Proactive Work Environment**

Finally, some have suggested that our interaction with Postal Service management would be more productive if the NALC was supposedly more focused on creating and maintaining a "proactive" work environment. As noble and high-minded as this might sound, it fails to recognize both the realities of the dysfunctional work environment existing in many if not most post office stations as well as the singular role of management as the direct cause of this environment.

The realities of the USPS workplace environment, an environment where a deeply ingrained culture of antagonism and disrespect for those that do the actual work of the Postal Service not only exists but has existed for several decades, precludes any opportunity for meaningful or constructive dialogue that could head off developing problems. In most instances, the Union and its representatives cannot be "proactive" with an employer whose arrogance and refusal to conduct business in a respectful and cooperative manner is a matter of widespread policy and practice.

In fact, our stewards in Branch 2184 are trained to advise management of potential or developing contract violations. Overwhelmingly, they are ignored, and the result is an inevitable back and forth of grievances and ongoing workplace issues. Most of all, keep in mind that management oversees the Postal Service, not the NALC. That's where it starts. Too often, the Union must be where it ends.

-- Joe Golonka  
Vice President

## OWCP Form CA-2a (Notice of Recurrence) - Just Say NO!

Letter carriers that have incurred job related injuries or developed job related medical conditions and that have accepted workers compensation (OWCP) claims will sometimes develop additional symptoms or the need for further medical care after they have returned to work. Unfortunately, in nearly every instance where this occurs, Postal management seriously misinforms the carrier about the correct means of response. Management also compounds this misinformation by providing the carrier with WRONG OWCP form for reporting and documenting the new work-related issues.

The inevitable result is that the new injury claim is delayed and even derailed because it was not properly reported due to management's misinformation. Postal management's obstruction in these situations begins with an improper and entirely misguided opinion that the newly developed issues are allegedly a "recurrence" of the original injury. Typically they will provide the letter carrier with OWCP form CA-2a (Notice of Recurrence). **However, both management's opinion and OWCP form CA-2a are entirely incorrect for issues of this nature.**

The United States Department of Labor's Office of Workers Compensation (OWCP) specifically defines a recurrence as "a work stoppage caused by a spontaneous return of the symptoms of a previous injury or occupational disease *without intervening cause.*" The final three words of that phrase are critical to OWCP's definition of a recurrence. Why? **After a letter carrier has returned to work from a job-related traumatic injury or medical condition, the performance of their letter carrier duties means that he or she has incurred "new exposures" to job-related factors. This in turn warrants the filing and development of a new OWCP claim (OWCP form CA-1 or CA-2), and NOT a claim of recurrence.**

Per the above definition, there are very specific and also very rare reasons for filing a CA-2a, notice of recurrence. OWCP recognizes this, and

they have included the following language in the instructions page of the CA-2a: **"If a new injury or exposure to the cause of an occupational illness occurs, and disability or the need for medical care results, A NEW FORM CA-1 OR CA-2 SHOULD BE FILED."**

Another way of looking at this is simply ask the question – would the subsequent development of symptoms or the need for additional care have occurred if the carrier had not returned to work? In nearly all instances, the answer is "no." As such, these are NEW job-related injuries or medical conditions, warranting the completion and submission of either a new OWCP form CA-1 (Traumatic Injury claim) or a CA-2 (Occupational Disease claim). Thus, a true recurrence of a job-related injury or medical condition is very rare, because there have been intervening exposures to work-related factors due to letter carrier job duties following his or her return to work. However, this has not prevented management in numerous Branch 2184-represented USPS installations from improperly pushing OWCP recurrence claim forms (CA-2a) on letter carriers that have developed new symptoms or medical issues with a previously injured part of the body after returning to work.

Unfortunately, local management is very often relying on misinformation that they receive from their own USPS injury compensation personnel at the District level. However, whether this consistently misinformed postal management stance regarding recurrences originates at the local level or at the District level is ultimately irrelevant. Additionally, there is some tangible evidence that management's misguided responses in these situations are often deliberate and are not just the product of error or ignorance. Management knows very well that the submission of the wrong claim form to OWCP will very likely obstruct development and acceptance of the injury claim by OWCP.

Branch 2184 has competent and experienced representatives that can and will assist any member with any concern or aspect of a job-related injury

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claim. For especially complex or problematic issues, we also have immediate access to NALC injury compensation experts at the National Business Agent's office and at the Regional level. **For a letter carrier that sustains a new injury or that develops new symptoms with a part of the body for which they have a previously accepted OWCP claim, there is ONE thing to always remember. Just say NO to the CA-2a!!**

-- Joe Golonka  
Vice President

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IN OUR NEWSLETTER.**

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DELIVER NALC'S MESSAGE TO WASHINGTON  
LETTER CARRIER POLITICAL FUND

# National Election Day November 6, 2018



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Retired Letter Carrier

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313-478-5910 (voice)



## Convention Reports

During the 2018 NALC National Convention here in Detroit I took the class "Strike at 40". It was a great class, I learned the importance of being in a union. The Great Postal Strike took place in 1970, letter carriers were poorly paid and denied collective bargaining rights. It was a terrible time to work for the Post Office, job turnover was around 25% and many carriers were having to find second jobs or use food stamps to support themselves and their families. During the strike President Nixon ordered 25,000 troops to move the mail. However, the troops had no skills or resources to effectively do the job. In the end Congress passed The Postal Reorganization Act of 1970 which gave the postal unions the ability to bargain for wages, benefits, and members' rights.

One of the biggest things I learned in this class was in today's world with all the technology at the palm of our hands we can easily be replaced. Technology has given them the ability to replace us with anyone who can easily print out clerk schemes and route labels. Machines can even sort letters and magazines in route sequence. One of our biggest assets these days is having Congress back the NALC. It's important to support our LCPF (Letter Carriers Political Fund) it helps elect candidates who support letter carriers and the future of the Post Office. That's why it is crucial to give \$5 every pay period to LCPF, which is not included in union dues. All it takes is for Congress to pass a bill and everything the union has done for us in the past will be GONE.

-- Paul Bordine  
Steward (Ypsilanti)

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Attending the NALC 71st Biennial Convention was an inspiring and empowering experience. I am not one that's easily impressed, but I found myself in awe several times during this convention. Meeting people from all over the country who experience the same things we go through here was both beneficial *and* tragic at the same time. It helped me to understand that the situations in my office and our local are not unique to us but instead a symptom of grave

dysfunction obviously encouraged by our employer.

To hear that a supervisor who physically assaulted a carrier was not immediately removed by an employer who claims to have a zero-tolerance policy on violence in the workplace was appalling to say the least.

Knowing that the treatment our CCAs sometimes receive is the norm is a situation that needs to be addressed as well. I found being around more than 5000 union members, and knowing they each are just representatives of more, an emotionally empowering environment. I guess what I want to impress upon any union member who reads this is that the issues and things they are concerned with *are* actively being acknowledged and addressed by their union representatives. Everything from abusive management, more functional and fashionable uniforms to understaffing and safety issues are being actively explored for solutions that will be beneficial for our members.

I am appreciative to have been part of this process and to serve fellow union members.

In Solidarity,  
-- Kristie Nelson  
Alternate Steward (Plymouth)

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### WORK HOURS FRAUD

This class teaches delegate how to read clock rings and identify inaccurate edits or entries. It also showed me how to file a successful grievance and ideas for future prevention and resolution of this problem. The class did also cover the new NALC GUIDE to identifying intentional false editing of clock rings, as well as the new NALC WORK HOURS TRACKER. This is used by letter carriers to track the hours they work. By learning this knowledge it has helped me have a better understanding on how to identify Article 8 violations.

Thank you Branch 2184 for allowing me to have this opportunity to be apart of this convention.

-- Scherrie Lacey  
Alternate Steward  
(Inkster)

## Recording Secretary's Report

### Double Dues

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

- Stewards, when approaching new employees to join the NALC, you should ask the new employees if they have transferred into the letter carrier craft from another craft. If the employees states "yes" and is joining the NALC, **ask** them if they wish to have the dues from the other union canceled. If the answer is again "yes", provide the employee with Form 1187 **and circle in the Union Transfer section Cancel Dues to: (APWU, NPMHU, or NRLCA)**.
- The first step in processing the application is normally at the local branch level. The 1187 is sent by the Branch Recording Secretary to NALC Headquarters Secretary-Treasurer and Human Resources Shared Service Center for further processing.
- Upon receipt of the Headquarters copy of Form 1187 with the notation as stated above, The office of the NALC National Secretary-Treasurer writes to the "losing" union , stating the employee is now a city letter carrier belonging to the NALC and has requested cancellation of dues to the union representing his/her former craft.
- A copy of the letter to the "losing" union is put in a pending file until the NALC headquarters receives correspondence stating the pay period the employee's dues are being canceled. This cancellation of dues to the former union will most likely take 4-5 pay periods to go into effect.

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

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

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

### Keep your Information up to date

A reminder to everyone to keep the branch informed of changes of your information such as address, phone numbers, beneficiaries for the branch Death and Retirement Fund and name changes. You should also be sure to keep your information current with the USPS. The branch does not receive notices from the Postal Service of changes you make with them and vice versa; however, on your behalf, the branch will notify NALC Headquarter of any significant changes in your information.

-- *Jacqueline McGregory*  
*Recording Secretary*

## Branch 2184 Web Site

[www.nalc2184.org](http://www.nalc2184.org)

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

## From the President

### 50-60-70 Year Members Honored

At our September 5th Branch meeting we honored our latest group of 50, 60, and 70 year members. NALC National Business Agent Pat Carroll was on hand once again this year along with MISALC State President Carl Blassingame to help make the Gold Card and 60 year pin presentations. In attendance for this year's honors were 50 year man John Bostek Jr. from Trenton, and 60 year members Charles Durfee from Taylor and William Salisbury from Dearborn Heights.

This year we had seven members, who qualified for their 50 year gold cards, and nine who qualified for their 60 year pins and one who qualified for his 70 year plaque. The following is a list of Branch honorees that unfortunately, were unable to attend: 50 year members Virginia Detvay, Mary Fitzpatrick, Sandra Medlen-Carr, Joan Ping, Randall Sharland and Florence Fedulchak; 60 year members Roger Anderson, Kay Boyagian, Joseph Brozovich, Frank Gorski, Raymond Kornak, William Mason, and James White; and last but certainly not least 70 year member William Bauman.

On behalf of your 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 the Branch, and for attaining these significant milestones in their Union membership.

### Scholarship Winners

At our September 24th Executive Board meeting our Branch Trustees selected the recipients of the four Branch Scholarships for 2018. Congratulations to Justin Snead, son of Ypsilanti carrier Gregory Snead; Evan Abaloz, the son of retired Trenton carrier Alan Abaloz; Adam Rowland, son of Ypsilanti carrier David Rowland; and finally David Keister Ill, son of Monroe carrier David Keister Jr. Each winner will receive \$500 from the Branch to use to-

ward 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 9, our Branch participated in the yearly NALC "Fill the Satchel" drive for the Muscular Dystrophy Association. As in years past both active and retired members hit the streets near the Union office at the intersection of Ecorse and Monroe. Our volunteers worked the streets and corners from 11:00 am until 4:00 pm filling the satchel for MDA. Despite the challenging weather conditions we set a new Branch record for this event and raised \$2155.30 Thank you to all the volunteers who came out and helped us smash the record! They are Canton, Joe Golonka; Dearborn Annex, Mark Judd; Dearborn Heights, Jim Powell; Grosse Isle Gloria Warthen; Inkster, Phil Ashford; Lincoln Park, Paula Hall, Scott Watts, and Dave Reise; Monroe, Jackie Dewaele and Erik Venzke; Northville, Beth Bays and Jennifer Rake; Taylor, Michele Szafran; Trenton Tracy Mitchell; Westland, Walter McGregory, Ananias Epps, Felicia Davis, and Katrina Jones; Ypsilanti, Stevi Hall and Danita Smith.

-- Mark Judd

President

### 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"**

## 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.

Lets make our new members feel welcome.

For more information call  
313-295-1640

### 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



### Attend Your Branch Meetings

#### Branch Meeting

November 7th, 2018

December 5th, 2018

7:30 pm @ Union Hall

#### Retirees Meeting

November 14th, 2018

December 12, 2018

12:30 pm @ Union Hall

## Contract Corner:

**Q:** My postmaster said that there is an Article in the Contract called "Management Rights" which gives them to right to do whatever they want. Is that true?

**A:** The Postmaster's comments amount to nothing more than wishful thinking. In fact, Article 3 of the Contract (which is titled Management Rights) **actually provides some very specific limitations on their rights in the workplace, rather than providing them with carte blanche to do whatever they want.** Although Postal management has the customary right to hire employees, to assign work, and determine the means for performing this work, Article 3 also begins with the following words: "The Employer shall have the exclusive right, **subject to the provisions of this Agreement and consistent with applicable laws and regulations...**"

What that means is that **everything that management does** must adhere to the provisions of the Collective Bargaining Agreement as well as to all applicable USPS regulations, including but not limited to Handbooks and Manuals such as the M-41, the M-39, and the Employee and Labor Relations Manual; and to all applicable laws, including but not limited to The Family and Medical Leave Act (FMLA); the Federal Employees Compensation Act (FECA), and the Occupational Safety and Health Act (OSHA).

In summary, Article 3 of the Contract (Management Rights) is not in any manner a manifesto to do whatever they want. Quite to the contrary, it clearly requires them to abide by our Contract and all that it incorporates. Their consistent refusal to do so is the root cause of nearly all workplace issues.

**Q:** My State Driver's License was temporarily suspended and management in my station said that they didn't have to find work for me. Is that true?

**A:** No, that is NOT true. Article 29 of our Contract deals with situations involving the limitation or revocation of State Driver's Licenses, as well as the sus-

pension of postal driving privileges by management. This requires that "every reasonable effort will be made to assign the employee in non-driving duties in the employee's craft or in other crafts." **This requirement is not contingent upon a letter carrier making a request for non-driving duties. Rather, it is management's responsibility to find suitable work.**

This responsibility was further defined by National Arbitrator Carlton Snow in April 1998 in case I94N-4I-D 96027608. In accordance with Arbitrator Snow's award, in situations where letter carriers temporarily lose driving privileges, **regardless of the reason**, management must: 1) first attempt to provide non-driving city letter craft duties within the carrier's regular Installation and schedule. This can include delivery of mail where alternate transportation arrangements can be arranged. If sufficient work is unavailable within the carrier's regular schedule, an attempt should be made to assign work on other hours and days; 2) If sufficient work is still unavailable, a further attempt should be made to identify work in other crafts as long as this would not be to the detriment of the employees of the other craft; 3) If there is such available work in another craft, but the carrier may not perform that work because it would violate that craft's Contract agreement, the carrier must be paid for the time that the carrier otherwise would have performed that work.

In summary, management has a substantial and contractually mandated responsibility to find work for any letter carrier whose driving privileges have been temporarily suspended or revoked. **Important: Be aware that Postal Service employees are required to immediately notify postal management if this has occurred. Failure to do so can result in serious disciplinary consequences.** Because of management's obligations discussed above, a letter carrier should not fear a loss of work and use it as a reason for failing to notify management of the suspension or revocation of their State Driver's license.

**Q: I was injured while delivering mail and was unable to work, and was told that there is a 3-day waiting period before I could receive Continua-**

### **tion of Pay. How does that work?**

Postal Service employees that sustain job-related traumatic injuries (which are reported on OWCP form CA-1) are covered by the provisions of the Federal Employees Compensation Act (FECA), which includes the provisions for Continuation of Pay (COP). Regulations for the FECA are generally applicable to all Postal Service as well as non-military Federal employees. However, a hostile Republican amendment to a separate law, the Postal Accountability and Enhancement Act (PAEA) of 2006, **imposed a 3-day waiting period for Continuation of Pay that applies only to injured USPS employees.** This is the same law which also imposed the pre-funding requirements on the USPS.

A letter carrier that is unable to work due to a job-related injury should immediately complete OWCP form CA-1, and check "Continuation of Pay" (COP) on line 15 of the form. If unable to work because of the injury, he/she should also provide medical documentation within ten days of the report of injury in order to have their regular pay continued. COP continues for up to a period of up to 45 calendar days from the date that work loss begins. **For the first three days of work loss after the injury, a USPS employee has the option of using sick leave, annual leave, or leave without pay (or any combination thereof).** The choice of leave in this situation is always that of the injured employee, NOT management.

However, if the period of work loss due to the injury exceeds 14 days, the first three days can be changed to COP and any sick or annual leave used restored to the employee's balances. It can be argued that management should make this pay adjustment without being prompted to by the injured employee or the union, in the real world management seldom ever does the right thing and thus it is advisable to notify management both verbally and in writing of a request to convert the first three days to COP. In this manner the request is documented and if necessary can be used in a grievance to show that management was made aware of their obligation and still failed to do so.

# 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
- ✓ Hussein Ghotemi
- ✓ Yvonne Jackson
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey (R)
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Khadijah Hawkins
- ✓ Mark Judd (R)
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick Lelental (R)
- ✓ Melvin MacDonald
- ✓ Carol Macieczni (R)
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Brian Robinson
- ✓ Brian Rodden (R)
- ✓ Hussein Salmassi
- ✓ Darren Smith
- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)

- ✓ Shantina Turner
- ✓ Joseph Vitie (R)
- ✓ Anthony Whitley
- ✓ Steven White
- ✓ Larorn Williams

## 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 (R)
- ✓ Gloria Warthen

## Inkster

- Phil Ashford
- ✓ Ibrahim Ashaif
- ✓ David Brinston
- ✓ Robert Clark
- ✓ Thad Dillard
- ✓ Carl Gibbs
- ✓ Scherrie Lacey
- ✓ Tyke Reid

## 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 Dewaele
- ✓ Chris Carmon
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
- ✓ Joshua Nagy
- ✓ Erik Venzke

## Northville

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

## Plymouth

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

## Taylor

- ✓ Adeyinka Adeduntan
- ✓ John Andras
- ✓ Keith Benedict
- ✓ Patricia Davis (R)
- ✓ Craig Finney
- ✓ Dawn Gable
- ✓ Roger Gilliam
- ✓ Scott Horn

- ✓ Ryan Judd

- ✓ James Kelly (R)
- ✓ Karen Lee
- ✓ Ray Michaux
- ✓ Walter Modelski (R)
- ✓ Timothy Murry
- ✓ Bob Parisi
- ✓ Anjeanette Parks
- ✓ 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
- ✓ Edward Sikora
- ✓ Vina Stacy
- ✓ Aaron Torh
- ✓ Nakia Whitfield

## Canton

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- ✓ Joe Golonka (R)
- ✓ John Hite
- John Meleski (R)
- ✓ Tamekia Poindexter

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- ✓ Bonnie Price (R)
- ✓ Tyler Haverstick
- ✓ Ramon Robinson
- Ypsilanti**
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- ✓ Giovanna Jordan
- ✓ Patricia Neeley
- ✓ Mark Obermiller
- ✓ Donovan Pettway
- ✓ Richard Rider
- ✓ Dave Roland
- ✓ Danita Smith
- ✓ Gregory Snead
- ✓ Paul Strauss
- ✓ Michael Tredway
- ✓ Ricco Wilson



# GIMME 5

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- R - Indicates retired members.

**Veterans Day**  
**Postal Holiday**  
**November 12th 2018**

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President Mark Judd, NBA Pat Carroll and State Association President Carl Blassingame Jr. present 50 year award and pin to Trenton retiree John Bostic Jr.



Pat Carroll, Mark Judd and Carl Blassingame Jr. present 60 year award and pins to Taylor retiree Charles Durfee and Dearborn Heights retiree William Salisbury.



BRANCH 2184 • WESTERN WAYNE COUNTY, MI  
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Taylor, MI 48180

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