

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

July/August 2015

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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:

September 2nd, 2015
October 7th, 2015
(7:30 p.m. - Union Hall)

Retirees Meetings:

September 9th, 2015
October 14th, 2015
(12:30 p.m. - Union Hall)

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NALC National Conference Report

On July 17 through July 19, 2015 the NALC conducted a National Conference in Houston Texas. Such conferences are informally known as "Rap Sessions" and they are called by the NALC National President in accordance with the NALC's Constitution. National Rap Sessions take place during non-National Convention years (odd numbered years).

Approximately 1500 NALC branch officers and other activists from branches across the United States were in Houston for the conference. Branch 2184 sent four attendees to this year's National Rap Session; President Mark Judd, Executive Vice-President Walt McGregory, Vice-President Joe Golonka, and Financial Secretary-Treasurer Cathy Tondreau. The following is a report from those who attended.

On Friday evening, July 17, there was a welcome reception for all attendees sponsored by our National Union. This provided us with the opportunity to meet with other NALC local officers and activists from elsewhere in Michigan and our nation and to discuss issues of mutual interest and concern in an informal setting of union solidarity.

Saturday, July 18 was a full day of workshops and detailed, intensive presentations conducted by our National officers and staff concerning a wide range of letter carrier issues. Each Rap Session attendee had the opportunity to attend two workshops, with each of these classes providing three hours of information that is essential to our contract enforcement and administrative responsibilities as a branch. Branch 2184's attendees participated in the City Delivery workshop, the Advanced Formal A and Beyond/Dispute Resolution Process workshop, the Dignity and Respect/Safety and Health workshop, the Government Affairs and NALC Network workshop, the Officer Training workshop, and the "Retire or Work until Death" workshop.

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Branch 2184 Speaks is published 6 times a year by Branch 2184, National Association of Letter Carriers.

The opinions expressed in this publication are not necessarily those of the editorial staff or the officers of the branch.

We invite all members to contribute articles for publication. Copy should be typed, double-spaced and signed by the contributor. The editorial staff reserves the right to edit, delete or reject the article for the good of the branch.

In the hope that material contained herein may be of benefit to the goals of the NALC, permission is hereby granted to copy or use material in this publication with our best wishes.

Stewards

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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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Conference Report

City Delivery Workshop

The City Delivery Workshop was conducted by NALC Director of City Delivery Brian Renfroe and other staff members from the NALC National office. The issues covered included plans for a revised and expanded carrier academy for new letter carriers, new delivery vehicles; the CDRAAP (route adjustment) program, testing of new letter carrier uniforms, the new scanners, and the union's orientation and organizing efforts.

The carrier academy for new hires is being revised and expanded to four days in every district, featuring more hands-on work with casing and delivery functions and more interactive classroom time, which will be in a simulated work environment. There will also be a "shadow day" where new hires will accompany an experienced carrier for a full day. Additionally, there will also be a greater emphasis on safety.

The next topic covered was the NALC's ongoing effort to organize all letter carriers into the NALC. Nationally, 93% of career carriers are NALC members, along with 85% of CCAs (of note, in Branch 2184 those numbers are 96.4% and 97.3%, respectively). The testing of new uniforms was next discussed; the winter uniform testing has been completed while the summer uniform testing is ongoing. An overview was also provided of the latest Joint Route Adjustment program (CDRAAP), involving about 57,000 routes nationwide.

Of great interest was the discussion of new delivery vehicles to replace the current aging fleet. A total replacement of about 180,000 vehicles is needed. The realities of increased parcel volume and other issues are being factored into potential designs for new vehicles, which will have significant changes in capacity and style, including redesigned trays, adjustable seats, and a better ventilation/heating system. Additionally, there are safety-related requirements such as a curbside sliding door in order to eliminate working from the back of the

vehicle. The USPS goal is to begin deploying new delivery vehicles in 2017.

The last portion of the City Delivery Workshop included an overview of the new Mobile Delivery Devices (scanners), and the NALC's monitoring of fulltime opportunities for the city letter carrier craft (National USPS/NALC memorandum M-01856). There are fewer than 1200 PTFs left nationally, and about 18,000 CCAs have already been converted to fulltime career status. Finally, there was an overview of many possibilities for the expansion of delivery services performed by city letter carriers, including Sunday parcel delivery, same-day delivery, grocery and water delivery, and warehousing – using USPS space in post offices to stock products.

Advanced Formal A and Beyond/ Dispute Resolution Process Workshop

This workshop was conducted by NALC Vice-President Lew Drass as well as National Business Agents Kathy Baldwin from Region 10 and Larry Cirelli from Region 15, along with NALC staff members. This workshop focused on the grievance procedure – Article 15 of our National Agreement. Vice-President Drass introduced his staff and immediately informed the attendees that they would be involved in a mock Step B grievance case. The class of about 100 union activists was divided into two teams. The mock case involved a removal action issued to a city letter carrier for an alleged threat and for having a butter knife in his lunch box. In the mock case, the carrier did ultimately retain his job because management failed to show "just cause" for issuing the discipline.

National Business Agent Kathy Baldwin did a PowerPoint presentation on the Step B results from the USPS Dallas District, where more cases were being impasse and remanded (58%) than were being resolved, a sign of a dysfunctional Step B environment. However, once the Dallas Step B team began swapping cases with the Rio Grande District, the

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Conference Report

number of resolved cases increased dramatically, with only 18% impasse or remanded. National Business Agent Larry Cirelli did a similar presentation, where the Step B teams did cases other than those from their own district, again with a much greater resolve rate. Finally, NALC Vice-President Drass reported similar findings from the other 13 regions. The message was that when Step B teams had cases from other districts, there was less outside influence from both management and union.

Low Drass recognized 64 recently trained arbitration advocates from around the country, including Branch 2184 Executive Vice-President Walt McGregory. The NALC will be offering advanced Step A training to be conducted in Baltimore, Maryland, with attendees selected by local branches. NALC National President Fred Rolando spoke to workshop attendees about the newly renamed Letter Carrier Political Fund, formerly known as COLCPE. Fred reminded us that we have political adversaries in Congress, and that as leaders we must encourage our union brothers and sisters to do more.

Dignity and Respect/Safety and Health Workshop

NALC National Director of Safety and Health Manny Peralta conducted the Dignity and Respect/Safety and Health Workshop. The first part of this work shop dealt with the ongoing toxic work environment and dignity and respect issues occurring on the work floor of post offices across the United States. Manny provided some of the background history of the NALC's responses to these problems, as well as an overview of the most important tools that local branch officers and stewards have to combat this widespread problem. Of particular importance is the 1992 "Joint Statement On Violence And Behavior In The Workplace" as well as the Occupational Health and Safety Administration (OSHA) 2011 Workplace Violence Investigation Manual. The Postal Service came under the full purview of

OSHA in 1998, and as such the "general duty" clause of OSHA fully applies to the USPS.

Attendees at the NALC Rap Session were provided with the "2015 Shop Steward's Guide To Preserving The Right Of Letter Carriers to Be Treated With Dignity And Respect." This detailed and valuable booklet provides your contract enforcers with a step by step guide for investigating and documenting grievances involving workplace abuse, threats, intimidation, harassment, and violence. Following our return from Houston, Branch 2184 officers duplicated this information and we are providing it to each of your stewards as part of their contract enforcement materials.

The second portion of this workshop covered safety and health issues that remain problematic for letter carriers nationwide. Among the subjects discussed were environmental hazards for letters such as heat, as well as the ongoing problem of frequent vehicle fires in the aging USPS LLV vehicle fleet. At least 48 LLV vehicle fires occurred from between January and July, 2015. It was emphasized that letter carriers are not firefighters and that if a vehicle catches fire, a letter carrier should not be concerned with attempting to put the fire out or with retrieving the mail, and should immediately get away from the vehicle before calling for help.

Manny also spoke about the nationwide problem of letter carrier suicides, and talked about the resources available to address this tragic situation such as EAP and the "Silent No More" campaign. Finally, Manny Peralta indicated that the safety presentation at the Rap Session would soon be added to the NALC's National Website.

Government Affairs and NALC Network Workshop

This workshop was moderated by NALC Executive Vice-President Tim O'Malley, who assisted by Director of Legislation and Political Affairs Kori Keller and other NALC staff members. The workshop provided an overview of the NALC's efforts since 2006 to build a working coalition of stake-

holders to support our legislative efforts. There also was an overview of the critical role of State Associations and State Presidents involving the recruitment and involvement of NALC activists. The new Letter Carrier Political Fund was also introduced, and an overview of current Postal finances was provided. Trends indicate that 1st Class mail should continue to decline in to the future, but the revenue from 1st class mail is still huge, \$28.3 billion in fiscal year 2014.

The next portion of the presentation covered the Customer Connect program and its importance to revenue and in light of upcoming Contract negotiations. Customer Connect is on the verge of exceeding \$2 billion in total revenue. Next was an overview of Postal Reform legislation and the key Congressional players. Although not much time is left on the 2015 Congressional calendar, the NALC along with the other postal unions and stakeholders must be prepared to offer and support real postal reform legislation that would address the prefunding obligation and preserve delivery standards.

The political landscape was reviewed with an eye to the upcoming 2016 elections and how potentially critical the outcome and control of the United States Senate might be. Although there is a current Republican majority in the Senate, the GOP must defend 24 seats in 2016 while the Democrats must defend only 10. This, coupled with Presidential election makes it critical for the Democrats to hold at least one legislative chamber. There was a discussion of money in politics and a reiteration of the importance of the Letter Carrier Political Fund. Currently less than 10% of letter carriers contribute to the NALC's PAC. Along with expanding the current NALC network, we and our allies must be smarter and get our message out, given the disparity of money in the political system. Big money donors such as the Koch brothers and their allies have pledged to dump \$900 million into the next political cycle. By contrast, in the last election cycle the NALC's PAC raised \$6.4 million.

Officer Training Workshop

The Secretary-Treasurer training previously offered by the NALC National office has been expanded to include all local branch officers. There will be specialized training for different branch officers, depending on the duties of their positions. The training will also be expanded from 2 ½ days to 3 ½ days to include everything needed. There will also be a PowerPoint presentation placed on the National website shortly. Specific classes will focus on membership, integrity, ethical conduct, leadership, expectations, the NALC Constitution, and the duties of each officer.

The expanded training will also focus on the same things covered in the Secretary-Treasurer training, such as Department of Labor forms and the 990, as well as retention of records, trusteeships, branch elections, internal controls, handling PAC funds (the Letter Carrier Political Fund), travel and reimbursements, and payroll and wage issues. Additional topics covered will be fiduciary issues and practices, membership issues, fraud prevention and detection, audits, branch records, and branch planning and budgeting. Finally, there will be training concerning branch policies, conducting a meeting, why meeting minutes matter, electronic record keeping, and Branch Constitution and Bylaws, as well as other issues.

Retire or Work until Death Workshop

There have been two new laws that affect recently hired FERS (Federal Employees Retirement System) employees. The first is the FERS-RAE (Revised Annuity Employees), which took effect in January 2013. This law increased payments into the Federal Employees Retirement System made by employees hired in 2013 and after to 3.1% of their base pay, an increase from the 0.8% previously paid. There was a concurrent decrease in the payment made by employers to the Federal Employees Retirement System for these same employees, 11.9% down

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Conference Report

to 9.6%

The second new law is the FERS-FRAE (Further Revised Annuity Employees), which took effect in January 2014. This law further increased the employee contribution for those hired in 2013 and after to 4.4% of their base pay, while keeping the employer contribution the same at 9.6%. The alleged reason for these laws is to try to recoup some of the 70 billion dollars that the USPS claims to have lost due to the pre-funding requirements involving retiree health benefits.

Additionally, the Postal Service is still pushing to change the retirement calculations from the current "high-3" (average of the three highest years of wages) to a "high-5" (average of the 5 highest years of wages). This would result in a decreased annuity for future retirees. The USPS also wants to defer cost of living (COLA) payments for all retirees until after age 62. These changes would save the Postal Service an estimated 5 billion dollars.

All retirement processing and annuity payments are handled by the Office of Personnel Management (OPM). The "Blue Book" completed by prospective USPS retirees is sent to them by the Postal Service's Shared Services unit in Greensboro, NC. Shared Services will schedule your retirement counseling appointment and will go over the "Blue Book" with you. However, all final calculations are made by OPM. Retiring employees need not make withdrawals from the Thrift Saving Plan (TSP) accounts at the time of retirement but must do so by age 70 ½. Those that transfer to METLIFE for annuity payments from TSP accounts and only live a few years will lose money. If money is left in TSP accounts prior to the required withdrawal by age 70 ½, then a named beneficiary will be entitled to it. The TSP website has extensive information that should be reviewed by all prospective retirees. Finally, if you have TRICARE (from military service), at the time of retirement you can choose to suspend your healthcare benefits until you need them. Otherwise, once you are out of a health plan, you are out.

Sunday Rap Session

On Sunday morning, July 19, NALC National President Fred Rolando conducted a Rap Session for all 1500 attendees. Under a banner that read "NALC: Delivering Progress For America" Fred provided a wide-ranging overview of important issues facing the NALC and all letter carriers. He began by recognizing the 94th birthday of NALC National President Emeritus Jim Rademacher. He then said that the NALC will begin new Contract talks in February 2016, with the Contract expiring in May. The union has been constantly preparing and will continue to prepare for these difficult negotiations.

Fred gave a legislative update, noting that the ideological struggle continues between Labor's vision of a well-paid, full time union workforce that serves the interests of working families, and the conservative vision of a low-paid, part time, non-union workforce that serves only corporate interests. He also noted that USPS had an operating profit of \$1.4 billion on revenue of more than \$65 billion in fiscal 2014, and that both the FERS and CSRS retirement

Branch 2184 Web Site

www.nalc2184.org

Retirement Publications
Scholarship Application
OWCP Information
Branch Calendar
"FMLA" forms
Carrier Pay Chart
Online Forms 3971, 3996, 3189

Steward Resources:

Grievance Forms
Grievance Guidelines
National Agreement
Defenses to Discipline
JCAM, MRS, M-39, M-41
2184 Memo of Understanding

systems were fully funded. Despite this, the Postal Service continues to attempt to diminish delivery standards and make service cuts. Fred also emphasized the importance of grassroots work in the field, forming relationships with members of Congress and their staffs. He explained the politics behind the current vacancies on the USPS Board of Governors, and noted that the USPS actually has a 535-member "Board of Directors" – the United States House of Representatives and the United States Senate.

President Rolando also discussed the ongoing efforts to improve the Dispute Resolution Process and he also discussed the NALC's commitment with helping all injured union letter carriers work with the complex and daunting workers compensation process. The NALC now has seven Regional Workers Compensation Assistants, who are providing a valuable service to our injured members, especially where local branches lack the resources to effectively accomplish this.

Fred ended the Rap session by taking questions from the audience for about an hour. The questions covered a wide range of delivery issues, safety and health issues, and related matters. He adjourned the Rap Session just before noon. The next National gathering of letter carriers will be at the NALC's 70th Biennial National Convention August 15-19, 2016, in Los Angeles, California.

-- *Mark Judd, President*

-- *Walt McGregory, Executive Vice-President*

-- *Joe Golonka, Vice-President*

-- *Cathy Tondreau, Financial Secretary-Treasurer*



BRANCH 2184 PICNIC – ANOTHER DAY OF FUN AND UNION SOLIDARITY

On Sunday June 28 about 300 Branch 2184 members and their families enjoyed a day of fun, food, and union solidarity at our annual Branch 2184 picnic. On the previous day, persistent driving rain and wind had made for a miserable Saturday work day for our active members, but the skies cleared out just in time for the picnic festivities on Sunday afternoon, with just some scattered clouds and a cooling breeze.

A special thank you as always goes to our volunteer team of members, branch stewards, and branch officers who once again went above and beyond to make the picnic a great success. Plans are already being made for next year's Branch 2184 picnic, tentatively scheduled for Sunday, June 26, 2016. See you there!

Branch Audit Report

Branch 2184's Trustees conducted an audit of the Branch finances and property on Wednesday, July 8th. According to Branch Bylaws and applicable Federal Law, our audits are conducted every six (6) months.

A complete and thorough examination of all Branch financial records was done, including; wage and expense vouchers, disbursements, and authorized expenditures, and were all found to be in compliance with recording requirements by law. Upon physical inventory of Branch property in the building and storage unit, all was accounted for. Of note, there was some old computer equipment that had been recently replaced, that has since been properly disposed of.

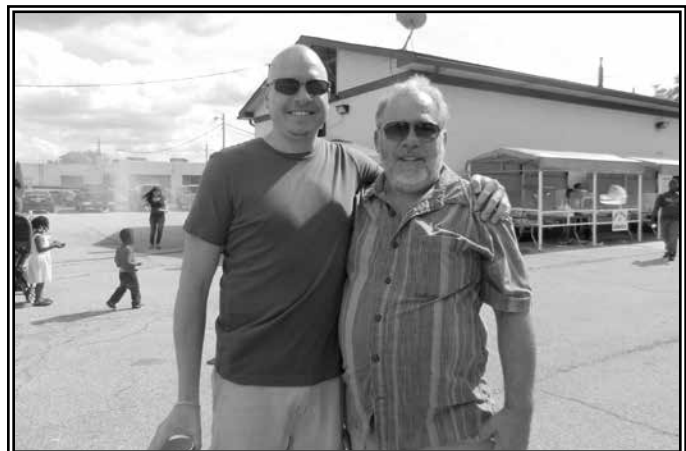
The next Branch audit will be scheduled in January 2016.

-- *Patty Linna*

-- *Gloria Warthen*

-- *Tim Bailey*

Branch 2184 Trustees





ONE CONTRACT TO RULE THEM ALL

From time to time the Branch 2184 office will receive calls from members that are unhappy with certain aspects of our union-negotiated work rules. Our stewards will also sometimes hear similar concerns and complaints during the course of their contract enforcement duties. Typically, a member's unhappiness in this regard is the result of work rules perceived as not benefitting them in a specific situation. However, that is not the purpose of a labor union, or the *Collective Bargaining Agreement* that a labor union negotiates with an employer, in this instance the United States Postal Service.

As of July 2015 there were approximately 186,000 active letter carriers employed by the USPS. The terms and conditions of the Collective Bargaining Agreement negotiated with Postal Service management by the NALC as the exclusive bargaining agent for all United States letter carriers will thus apply to every city letter carrier working for the USPS, from the newest CCA to the 40+ year veteran carrier.

Our National Contract also provides that some specific work rules are negotiated locally, most commonly those that involve local procedures for selecting and applying for annual leave. Another example of a locally negotiated item is the "pecking order" for assigning both volunteer as well as non-volunteer carriers in a holiday schedule situation. Branch 2184 in its role as the exclusive local bargaining agent negotiates these local rules with management, and our Local Memorandum of Understanding applies to the approximately 800 active city letter carriers presently working in each of the 19 Branch 2184-represented post offices.

It is neither practical nor possible for the NALC to negotiate 186,000 individual labor contracts for letter carriers in the United States, nor is it practical for Branch 2184 to negotiate 800 individual local contracts for the active letter carriers of this Branch. Instead, the Union at both the National as well as local levels seeks to negotiate work rules and working conditions that provide the greatest overall

benefit to the greatest number of letter carriers. Again, in a specific situation these rules can sometimes be perceived as not advantageous to an individual letter carrier. However, we in the NALC are ONE UNION, not 186,000 individual entities.

The NALC constantly seeks input from the letter carriers it represents about work rules and work-related issues. Proposals to modify existing work rules or adopt new ones are presented every two years at our National Convention, where they are debated and voted upon by the delegates in attendance. At the local level, Branch 2184 always welcomes input from any member regarding any the 22 Items that we negotiate locally with management, per Article 30 of the National Agreement.

The National Association of Letter Carriers and its member branches, including Branch 2184, represent the interests of a tremendously diverse group of men and women throughout the United States. Each man and woman has their own life, their own interests, and their own story. Most of all, each has their own dignity and inestimable value as a human. In the eyes of the Union, every letter carrier is equal to every other letter carrier, no more and no less. Within our diversity, we are one – one Union, with one Labor Contract, negotiated by the NALC for the common good of EVERY letter carrier.

-- Joe Golonka
Vice President

Contract Corner:

Q: My supervisor told me that my two 10-minute breaks in the field were for using the restroom and other personal needs. Is that true?

A: Your supervisor misinformed you. The purpose of the union-negotiated 10-minute breaks for letter carriers is for them to take an **actual break** from working. The specific Contractual language regarding the breaks is found the M-39 Handbook, section 242.341 - Street Time Allied Work Rules: *"The carriers at the delivery unit will receive two 10-minute*

break periods. The local union may annually opt to have either (a) both breaks on the street or (b) one of the 10-minute breaks in the office and one break on the street. If two 10-minute breaks are taken on the street, they will be separate from each other. Breaks must be separate from the lunch period. The carrier shall record on Form 1564-A, Delivery Instructions, the approximate location of the break(s). Reasonable comfort stops will not be deducted from the carrier's actual time." Thus, the applicable work rules make it clear that the necessary time for "comfort stops" for using the restroom and similar purposes such as replenishing fluids by drinking water on a hot day **is separate from and in addition to your two 10-minute Contractual breaks.**

Of further note, Branch 2184 has always opted for both of the breaks to be taken on street time. **Additionally, the 10-minute breaks are mandatory, not optional. Contractual breaks must be observed and cannot be waived by employees.** National Arbitrator Britton has ruled that the Postal Service must ensure that all employees stop working during a break (H4N-3D-C 9419, December 22, 1988, C-08555).

Q: I am a City Carrier Assistant (CCA). Management told me that I have to wait for them to call me each day to tell me if and when I should come to work that day. Is this proper?

A: No, that is not at all proper. Under NO circumstances can management require any employee to be "on call" as a condition of employment. This issue is directly addressed in the CCA "Questions and Answers," a National level USPS-NALC document that is incorporated into our Contract, specifically Question #25: *Can CCAs be required to remain on "stand-by" or remain at home for a call-in on days they are not scheduled to work? Answer: No.* Additionally, this issue has previously been addressed by several National Level grievance settlements during the past 30 years, all of which provide that USPS employees are not under any circumstances required to remain at their home or to call the Post Office to

ascertain whether their services are needed. One of the few actual responsibilities of Postal Service management is to schedule employees to work, and they should do this in a timely manner. It's not our job to do management's "work" for them.

Q: Management in my station claimed there was a new policy where carriers could not talk or leave their cases during the first hour of work. Can they do that?

A: NO, they cannot do that. Such policies, which are sometimes known as a "golden hour" or similar designation, have been repeatedly found by arbitrators, by the National Labor Relations Board, and by other legal rulings/precedents to be illegal and unenforceable. Despite this, from time to time Postal Service management in various places throughout the United States continues to attempt to create and enforce some version of a "golden hour."

To be clear, letter carriers CAN talk quietly while casing mail and performing other office duties, subject only to the provisions of USPS Handbook M-41 (City Delivery Carrier Duties and Responsibilities) section 112.25, which states that: "Be prompt, courteous, and obliging in the performance of duties. Attend quietly and diligently to work and refrain from loud talking and the use of profane language." Thus, any attempt by management to instruct an employee or employees not to talk while working is improper and should be immediately challenged through the grievance procedure. Additionally, letter carriers can leave their cases at any time as needed to tend to personal needs, to obtain necessary forms (i.e. form 3996) and supplies, or to engage in work-related business with other employees or management.

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- ✓ Michael Chevillot
 - ✓ Wanda Clark
- ✓ Dawnielle Coure
- ✓ Ted Gagnon (R)
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
- Katrina Jones
- David Lehman (R)
- David Marshall (R)
- ✓ Walter McGregory
- John Meleski (R)
 - ✓ Ladonna Miller
- ✓ Marie Shannon (R)
 - ✓ Edward Sikora
 - ✓ Vina Stacy

Fund Contributors

- | | |
|--------------------|-----------------------|
| ✓ Carol Thornton | Ypsilanti |
| ✓ Raymond Tobin | ✓ Paul Bordine |
| Canton | ✓ Timothy Bowsher (R) |
| ✓ Lois Fritz | ✓ Alan Grajczyk |
| ✓ Joe Golonka (R) | ✓ Gene Meadows |
| ✓ Bonnie Price (R) | ✓ Tanisha Payne |
| ✓ Samantha Hales | ✓ Larry Rowland |
| ✓ Calvin Winbush | ✓ Randall Sano |
| | ✓ Michael Tredway |

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

Call 313-295-1640

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

R - Indicates retired members.

GIMME 5

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.



Allie Brothers Uniform Store

"Family Owned and Operated"

- ◆ Complete inventory of postal uniforms and shoes
- ◆ Friendly, expert service
- ◆ Tailor on premises
- ◆ Open Thursday until 8:00 p.m.

HOURS	
M, T, W, F	9:00 a.m. - 5:30 p.m.
Thursday	9:00 a.m. - 8:00 p.m.
Saturday	9:00 a.m. - 1:00 p.m.

- ◆ **WE GUARANTEE YOUR SATISFACTION**

1-248-477-4434



1-800-35-ALLIE

20295 MIDDLEBELT ROAD

LIVONIA, MI 48152

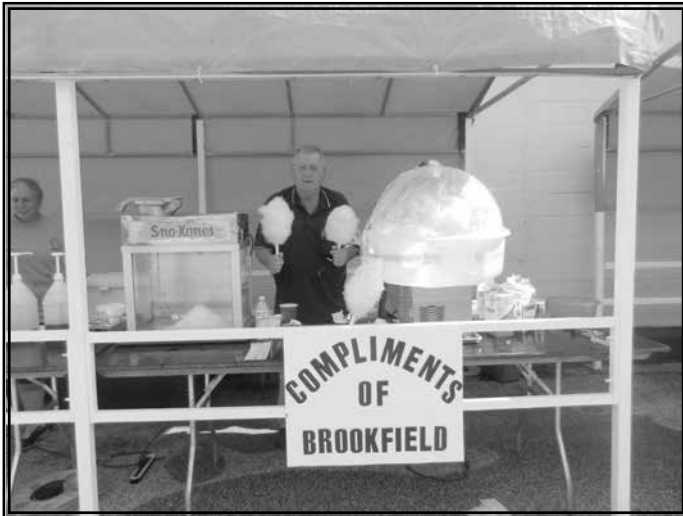
(3 blocks south of 8 mile)

www.alliebrothers.com

Customer Connect

Through Customer Connect, letter carriers are taking advantage of their special relationships to encourage business customers to use USPS instead of private delivery services.

Since the startup in mid - 2003, letter carriers have generated more than **1.92 billion** in new revenue.



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 **Patty Schilling** (Westland), **Daniel K Smith** (Dearborn Main Retired), **Fred McGee** (Dearborn Heights Retired), **Maryann Bommarito** (Westland), **Charlene Boyd** (Westland), **Mark Walker** (Westland), **John Landis** (Trenton Retired), **Anne Stec** (Dearborn Retired) and **Karen Regentic** (Dearborn Annex Retired) for their donations.

Lets make our new members feel welcome.

For more information call -- 313-295-1640



Brookfield® Uniforms

Serving the Postal Industry for Over 40 Years

Support the Company that Supports Letter Carriers

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

Contact Your Brookfield Representative!

Robert Kreager

Branch 2184 Retired

1802 Ford Blvd. Lincoln Park, MI 48146-3956
313-386-0527 (voice) 313-386-4037 (fax)

Branch 2184 2015 Scholarship Application

Qualifications:

1. Must be a dependent child of a Branch 2184 member in good standing (active or retired) or a child of a member now deceased.
2. Applicant's parent must be a member in good standing of Branch 2184 for at least one (1) year prior to making application, with the exception of children of members now deceased who were previously members in good standing of Branch 2184 at the time of their death.
3. Must be a high school senior, high school graduate, GED recipient, or attending college or technical school (undergraduate) at the time of submitting the application, and attending an eligible school in the fall. **
4. Only one application per child per year. Only one scholarship per family will be awarded each year.
5. Student must have maintained a 2.0 grade point average or above. A copy of grade transcript or equivalent must accompany application for scholarship.
6. If the NALC parent of a successful applicant is suspended by the Branch or makes an application for a supervisory position before monies are paid, the scholarship will be cancelled. Children of members who have applied for a supervisory position are excluded from making application for two (2) years following withdrawal of the supervisory application.
7. Students with full scholarships are not eligible.
8. Eligible schools: accredited and licensed colleges, trade schools, community colleges and schools of higher education only. The institution's eligibility shall be determined by the scholarship committee.
9. All decisions of the scholarship committee will be final.

**** TO BE ELIGIBLE TO APPLY FOR THIS SCHOLARSHIP YOU MUST BE ENROLLED IN OR ENTERING AN ELIGIBLE SCHOOL FULL OR PART-TIME IN THE FALL OF 2015.**

Awards:

1. The scholarship committee shall award the scholarships by random drawing of all eligible applicants.
2. Scholarships will be on a yearly basis and will be awarded at the October monthly meeting.
3. Scholarships will be awarded in allotments of \$500.00. Four (4) scholarships of \$500.00 shall be allocated.
4. Four (4) alternates will be selected in the event that any scholarship winners are later ruled ineligible. The alternates' names will not be disclosed.
5. The scholarship will be disbursed to the student when a copy of a receipt for tuition, room and board, or books is provided to the committee. The student must be full-time or part-time as established by their school or college.

Member's Name:		Member's Phone Number:	
Member's Station:			
Applicant's Name and (Date of Birth):		Name of School:	
Address:		Address:	
Signature of Member:		Date:	
Signature of Applicant:		Date:	
Signature of Steward or Officer:		Date:	

**THIS APPLICATION
MUST BE MAILED TO
THE FOLLOWING
ADDRESS:**

SCHOLARSHIP COMMITTEE
BRANCH 2184, NALC
6969 Monroe
Taylor, MI 48180-1815

**Applications
Must be Received by
SEPTEMBER 28, 2015**

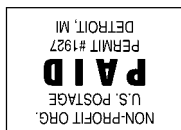
MDA Labor Day Tradition Continues!

Since its founding in 1950, the Muscular Dystrophy Association has become one of the nation's largest and best known voluntary health agencies. In 1953 the NALC was the first national sponsor to join with Jerry Lewis to raise funds to help find a cure for childhood neuromuscular diseases. In the past 62 years, letter carriers have been among the top fundraisers for MDA collecting more than \$30 million in just the past 25 years alone! Since joining the fight to find a cure, the NALC used the Labor Day Telethon hosted by Jerry Lewis to deliver the pledges from Branches across the country. Our Branch has been part of the Labor Day weekend canister drive since its inception.

With Jerry Lewis no longer able to participate, the Telethon was just not the same and was cancelled last year. While the Telethon is no more, the Branch has continued its long tradition of having our stewards pass the canisters around in their respective offices the week leading into the Labor Day weekend. Last year the Labor Day canister drive raised a little over \$1000.00, just enough to send a kid to MDA camp for a week. This year our goal is to double that amount and send two kids to camp.

When our MDA volunteer and canister get to your case, please make a contribution to help us reach our goal and keep this worthy tradition alive. For our newest career carriers and CCAs who don't remember the Labor Day Jerry Lewis Telethon for MDA, please let them know what the MDA drive is all about. For those members who are recently retired or have been retired awhile you too can still participate in our Labor Day canister drive. Just make out your check to MDA and mail it into the Branch office, or better yet stop by and drop off your check in person. As always your contributions are tax deductible and every little bit helps. I thank you in advance for your cooperation and support and wish you and your families a happy and safe Labor Day!

-- Mark Judd
President



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