



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 2023

President's Report

Branch 2184
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:

May 3rd, 2023
 (7:30 pm - Union Hall)

Retirees Meetings

May 10th, 2023
 (12:30 p.m. - Union Hall)

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PROPOSED BYLAW CHANGES APPROVED BY MEMBERSHIP

On Wednesday, March 1st, 2023, at the WebEx Branch membership meeting, the membership supported all of the Bylaw Committee's recommendations regarding the Proposed By-Law changes. The Proposed By-Law changes were then sent to the NALC Headquarters Committee of Laws for final approval on 03/02/2023 at 4:36pm by President Walt McGregory electronically via the President's Portal on NALC.ORG. The Committee of Laws, chaired by NALC Assistant Secretary Treasurer Mack Julion, with committee members Mutual Benefits Director James Yates and Director of Health and Safety Manuel Peralta. The Committee of Laws approved the Proposed By-Law changes on March 17th, 2023. The Proposed Bylaws became effective immediately within the branch upon the committee's approval. I have informed the Branch Executive Board members of the Committee of Laws approval decision at the XBOARD meeting conducted on March 27th, 2023 at 7:30pm via WebEx.

BRANCH APPOINTMENTS

With one of the new Branch Bylaws creating a Mutual Benefit Representative Officer position, I have appointed Erik Venzke who was a Branch Trustee, to this new position. Brother Venzke will educate the membership on the products that the Mutual Benefits Association has to offer letter carriers such as Life Insurance Policies, Short Term Disability Insurance, CCA Savings Account and much more.

I have appointed Lincoln Park Retiree and long time Branch 2184 Contract Enforcer David Reise, to the position of Branch Trustee, to finish the term of Trustee vacated by brother Erik Venzke when he was appointed as the Branch Mutual Benefit Representative.

RETIREES CELEBRATION

On March 19th, 2023, about forty Branch 2184 Retirees and their loved ones came out and celebrated at the Prestige, located in Allen Park

(Continued on page 3)

Officers

President.....	Walt McGregor
Executive VP	Jacqueline McGregor
Vice President	Darryl Clay
Recording Secretary.....	Melvin MacDonald
Financial Secretary Treas	Cathy Tondreau
Sergeant at Arms	Phil Ashford
Retirees Officer	Leonard Zawisa
Health Benefits Rep	Jim Powell
MBA Representative.....	Erik Venske
Trustee.....	Tracy Mitchell
Trustee.....	Dave Reise
Trustee.....	Felicia Davis
Editor.....	Leonard Zawisa
Arbitration Advocate.....	Walt McGregor
Route Adjustment Specialist.....	Dave Reise
Branch Scribe.....	Joe Golonka
Injury Compensation.....	Erik Venske
Injury Compensation	Joe Golonka
Web Page Design	Jim Hales

Branch Contract Administration Unit

Joe Golonka	Chairperson
Walt McGregor	Member
Jackie McGregor	Member
Darryl Clay.....	Member
Dave Reise	Member



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

Allen Park	Mark Owen
.....	Kris Shaw (alt)
.....	Karen Russell (alt)
.....	Tod Lilla (alt)
.....	Ryan Zyngier (alt)
.....	Scott Russel (alt)
Belleville	Bryon Hendricks
Dearborn (Main)	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
.....	Karl Tamburro (alt)
.....	Damon Green (alt)
Dearborn (Annex)	Melvin MacDonald
.....	Jacqueline McGregor
.....	Rose Miller (alt)
.....	Jillian Hudgins (alt)
Dearborn Heights	Shaun Fowlkes
.....	Marwan Ghotemi (alt)
.....	Jacqueline McGregor (alt)
.....	Melvin MacDonald (alt)
.....	Chanal Harrison (alt)
Dundee	Melvin MacDonald (alt)
Flat Rock	Lillian Bogosian
Grosse Ile	Rachel Stachulski
.....	Tracy Mitchell (alt)
.....	Kim Bumbul (alt)
Inkster.....	Phil Ashford
.....	Scherrie Lacey (alt)
Lincoln Park.....	Scott Watts
.....	Mark Owen (alt)
Monroe	Jacqueline McGregor (alt)
.....	Melvin MacDonald (alt)
.....	Keith Benedict (alt)
.....	Darryl Clay (alt)
Northville	Valerie Watkins
Plymouth	Kristie Nelson
.....	Diego Forshaw (alt)
Rockwood	Tracy Mitchell (alt)
Taylor	Keith Benedict
.....	Victor Siemiesz
Temperance.....	Melvin MacDonald (alt)
Trenton	William Douglas
.....	Jeffery Webb
.....	Tracy Mitchell (alt)
Westland.....	Ananias Epps
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Walt McGregor (alt)
Canton	Ramon Robinson
Ypsilanti	Paul Bordine
.....	Mike Tredway
.....	Danita Hill (alt)

(Continued from page 1)

Presidents Report

Michigan. We had Special Guest Speaker NALC Vice President James Henry and Region 6 NBA David Mudd, address our retirees at our first Annual Retirees celebration. Long time Branch 2184 Contract Enforcer and retiree Joe Golonka was recognized at the event by NBA Mudd for being a Contract Enforcer for NALC for 50 years as of March 5, 2023. A special thanks to the Retirees Committee members that attended the event, Branch Vice President Darryl Clay (Chairperson), EVP Jackie McGregory, committee member, Branch Trustee, Dave Reise, committee member and Westland Alt. Steward Katrina Jones, committee member. Mutual Benefits Representative Erik Venzke assisted the Retiree Committee at the celebration as well. Plaques were given out, door prizes were given, there was a 50/50 raffle. We had a wonderful time with each other and we shared so many memories of working together and past union picnics together. Thanks to all the active branch members that came out, paid the \$30.00 per ticket and shared their Sunday with the Branch retirees. Thanks to Dearborn Main carrier Jerry Cerpa, for assisting us with taking pictures of the event. I can't wait until next year's Retiree Celebration.

SOS I GRADUATES

The Branch sent four of your contract enforcers to School of Stewards I training put on by the regional office at Branch 4374 on March 14th, 2023 through March 17th, 2023. Branch Vice President and Dearborn Main Steward Darryl Clay, Recording Secretary and Dearborn Annex Steward Mel MacDonald, Taylor Steward Victor Siemiesz and Trenton Steward Jeffrey Webb attended the training. All four of the branch stewards successfully completed the course.

REGION 6 ARBITRATION TRAINING

Two of our own contract enforcers (Allen Park Formal A representative Kris Shaw and Taylor Steward Keith Benedict) had an opportunity to attend the first Region 6 Arbitration Advocacy Training put on by the NBA's office at Branch 39 in Indiana March 26, 2023, through March 29th, 2023. Both brother Kris Shaw and Keith Benedict completed the

course and are ready to attend the NALC Arbitration Training put on by NALC Vice President James Henry and other NALC Headquarter leaders. I will get both Kris Shaw and Keith Benedict Technical Advisor (TA) time in upcoming Arbitrations that are assigned to me to get them experience at the arbitration level. We are very proud of the both of them for stepping up for this advanced training to represent the membership at the arbitration level.

STATE CONVENTION

Convention delegates will receive a letter in the mail within the next few weeks from me regarding all the details and responsibilities of Delegates attending the MISALC Convention April 30, 2023 through May 2nd, 2023.

SAVE THE DATE FOR YOUR PICNIC

Sunday, June 25th, 2023, your branch will be putting on our annual branch picnic on the union hall grounds at 6969 Monroe BLVD, Taylor, MI 48180. There will be fun games, pony rides, waterslides, good food and good union brothers and sisters coming together to have a great time.

IN PERSON MEETINGS AGAIN

Beginning May 3, 2023, we will begin having in person meetings again at the branch union hall. Masks will be available to those who want to wear them. The doors in the meeting area will be open during the meeting for air circulation. We have not met in person at a membership meeting since March 2020. We look forward to seeing you all on May 3rd, 2023.

-- *Walt McGregory*
President



EVP's Report

EAP

April is EAP month. This is a negotiated benefit that is covered under Article 35 of our National Agreement. EAP is the Employee Assistance Program that is free, voluntary and confidential service to help USPS employees overcome challenges affecting their physical and mental health, family life and job performance. EAP assistance is available 24 hours a day 7 days a week. If you are having problems with work stress, family/parenting issues, relationship problems, anxiety or depression, anger management, debt management, and alcohol/drug addiction EAP might just be able to help you. If you need help, just make the call 1-800-327-4968.

Weingarten Rights

Prior to employees being disciplined by management, generally they will be given a pre-disciplinary interview (PDI) or an investigatory interview (II) by management. If you are given one of these interviews, there is no doubt your supervisor or manager is looking for information to use against you so they can issue you discipline. All letter carriers, including CCAs (**regardless of how long they have been employed**) have Weingarten Rights, which means you have the right to have a union steward present during a meeting in which management asks you questions that could lead to discipline. Stewards can assist you in any investigation by management and help ensure you get your "day in court." If called to a meeting with management, U.S. postal inspectors, or an Office of Inspector General (OIG) agent, read the following statement to the person you are meeting with before the meeting starts:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion."

Weingarten Rights have been afforded to employees because of federal labor law which was created in the U.S. Supreme Court ruling NLRB v.

Weingarten, INC., 420 U.S. 251 (1975). After that ruling from 1975, it created what is known as the Weingarten rule, giving each employee the right to representation during any investigatory interview which he or she reasonably believes may lead to discipline.

MDA Events

Last year in 2022, the branch raised a little more than \$6100.00 for Muscular Dystrophy Association (MDA) with different events. This year we are off to a great start as well. The first Branch wide MDA 50/50 raffle, we raised \$636.00 and "Kam" a city carrier from the Allen Park Post Office won \$318.00. We want to thank all that participated and purchased MDA raffle 50/50 tickets. There will be more MDA Events put on by the branch throughout the year. A special thanks to the Branch MDA Committee for all of their efforts for MDA.

Branch Picnic

The months are going by fast, we are already in the month of April. We are just around the corner for our annual Picnic on June 25, 2023, the event will be held on the branch grounds beginning at 12:00 noon. All branch 2184 members and their families are welcome to come out and enjoy the festivities. More information will be available on Branch 2184 Facebook page as we get closer to the event day.

Branch CCA Uniform Bank

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 slightly used uniforms that they no longer use. If you would like to donate, please bring them to the Branch office or give them to your steward to drop off to the union hall. If your on your scheduled day off and are in the neighborhood or if you are retired and in the neighborhood, stop by and drop off your uniform donation. Thanks in advance!

-- Jacqueline McGregory
Executive Vice President

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

VP's Report

SOS 1

Hello Everyone,

I recently had the opportunity to attend of SOS1 (School of Stewards 1) put on by the Region 6 office March 14th through March 17th, 2023. Although I have been a steward a while, I learned a lot to assist me with contract enforcement on behalf of the membership.

Dearborn Annex Steward and Branch Recording Secretary, Melvin MacDonald, Taylor Steward, Victor Seimiesz and Trenton Steward, Jeff Webb also attended the regional training and learned valuable information to assist with their contract enforcement on behalf of our membership. As a veteran steward and Vice President of this Branch, I was proud to represent Branch 2184 in this regional training. Every assignment and question asked of us was done correct and effortlessly. This is because of the training our branch leadership has afforded us the opportunity to attend over the years. Thanks to President Walt McGregory for allowing us to attend this regional training.

TIAREAP

The beat goes on.

The TIAREAP process at my Dearborn Main office has been a bit slow. We are at the evaluation stage now. After the REATS review this data, our zones will be reviewed in COR. COR is an acronym for Carrier Optimal Routing. It is a web-based application that uses a Geographic Information Systems to estimate our new proposed routes.

Once this happens, we will have our last consultation, the adjustment consultation. Remember to always be professional. Carry your route as if the supervisor is right next to you. Keep your scanner with you while working.

Retirement Celebration

On March 19, 2023, the branch held its first retirement celebration.

We were honored to have our National Vice President James Henry and our Regional National Business Agent David Mudd in attendance. They

thanked all the retirees for paving the way for the rest of us.

It was great seeing the retirees that attended as well as the Letter Carriers that came out to celebrate our retirees.

In solidarity, we enjoyed a great dinner, dessert and conversation. We danced and had a great time.

Westland Retiree Joan Hicks brought her mom to the celebration, Mrs. Ida Lindsey, age 96. Mrs. Lindsey out danced mostly everyone there. She taught us how to really "Cut a Rug" that night. Thank you, Mrs. Lindsey.

I'll see you all at the next celebration.

-- Darryl Clay
Vice President



The Division of Labor

“For I am also a steward; did you not know?” – Gandalf (J.R.R. Tolkien, *The Return of the King*)

The phrase “division of labor” has significant meaning in the academic study of economics and in the realm of politics. However, this expression also has a more basic meaning in a Union-represented work environment such as exists with city letter carriers in the United States Postal Service, specifically applying to the structure and division of work responsibilities. This sometimes contributes to an unsettled and even antagonistic work place environment, and no one is more often caught up in having to deal with this than the NALC shop stewards in each Branch 2184-represented station.

It is often (and quite correctly) said that the most difficult job of any union representative is that of the work floor shop steward. On the surface this job seems straightforward enough – the enforcement of a union-negotiated labor contract and the protection of the rights of employees covered by the provisions of the labor contract. However, as every steward quickly learns, there is much, much more to that equation. NALC Stewards are sounding boards, counselors, and mediators of issues and disputes that range far beyond the scope of a labor contract, typically without receiving any form of thanks or words of appreciation. All of this and still more, even while these men and women also perform all the duties and responsibilities of a city letter carrier.

This is where the division of labor in a union-represented work environment comes in. Management manages, or at least allegedly does so, though a strong and compelling argument can be made that city letter work can and should be entirely self-directed. Management’s workplace rights, as broadly outlined in Article 3 of the Collective Bargaining Agreement, include hiring and most administrative decisions, as well as assigning work duties to craft employees.

Letter Carriers ARE the Postal Service

City letter carriers have real and essential jobs and they perform **the real and essential work of the Postal Service. Without city letter carriers there is no Postal Service, period.** By contrast, 90% or more of its current management employees could disappear tomorrow and no one would even notice. There would not only still be a Postal Service, but one that is considerably more efficient and profitable. Most of the non-productive management personnel currently burdening the USPS provide nothing of actual value and perform no work that is in any manner essential to the mission of the organization.

City letter carrier duties are wide-ranging and are mentally and physically demanding, but they are also clearly defined. Again, your work is critical to the core function of a public Postal Service. However, letter carriers do not supervise anything other than their own daily work. This means that management decisions, no matter how misguided or inept, should usually be of no concern **unless they directly affect a letter carrier’s own work duties.**

Even when that occurs, a misguided management decision or instruction is not always a contract violation. Rather, it often is just another instance of bad management. Letter carriers will always find the most efficient way to get the job done. No one wants to make their work more difficult. Yet the USPS is committed to ever-increasing levels of absurd micromanagement, which accomplishes nothing except to continually interfere with letter carrier efficiency.

Excessive micromanagement of a labor-intensive job such as that of a letter carrier ultimately serves just one purpose – a thinly disguised attempt to justify ever increasing levels of management bloat. With few exceptions, those that do not touch the mail are not needed in the Postal Service, and they know it.

Contract Enforcement is Everyone’s Business

As we know, management decisions and consequent actions **often do violate** the provisions of our labor contract, which includes relevant USPS handbooks and manuals as well as applicable laws. When these violations directly and adversely impact the rights of one or more letter carriers, then the NALC steward be-

comes involved in his or her role as a contract enforcer. The steward first investigates and then seeks a make whole remedy for the affected letter carriers by utilizing the Article 15 grievance process when contract violations are discovered and documented. A very common example is a contract violation or violations committed by management when assigning overtime work.

This discussion has outlined the division of labor on the post office work floor, with the NALC shop steward fulfilling two roles, that of a representative and contract enforcer and that of a letter carrier. Although your stewards have been elected or appointed to function officially as work floor union representatives, in a broader but very real sense we are ALL stewards of each other as Union brothers and sisters. A core tenet of Unionism is that harm done to one is harm done to all.

Every active letter carrier can make the work floor a much better place by focusing on their own work **and on the actions and behavior of management**, not on the work of other letter carriers. The difficult job of a shop steward is made easier when he or she knows that there are extra sets of eyes and ears monitoring management's conduct and actions.

The vigilance of other letter carriers was invaluable to me during 25 years serving as a NALC steward in the Plymouth, Westland, and Canton offices. This ensures that contract violations as well as instances of management misconduct are much more likely to be caught and corrected by the Union and an appropriate remedy obtained for those who were harmed by management's actions.

We are ALL Union Brothers and Sisters, and **You too, ARE also a steward.**

-- Joe Golonka

Branch 2184 Contract Administration







TIAREAP

There are many things I like about the new route adjustment process, but most of all:

#1 That it's a joint process i.e., the Union is present and has input at every step of the process.

#2 Is that it's based on historical data as much as seven weeks over the past year, plus the live week for most carriers.

The data is the individual's past performance of each regular carrier on the route. The problems begin when a carrier consistently "cuts corners" by doing things like a shortened version of the vehicle inspection and/or continue to case mail during a service talk, backhand the third bundle address cards rather than case them and not properly handle returned accountable items at the end of the day. All of these examples will help you to be better than standards but can be problematic in other ways, plus it will aid in getting an addition to your route. While out on your route, if you are on the street driving with mail in your hand, on your lap, working out of a tub on the floor, driving with the door open or not taking time to fasten your safety belt, this may be faster but is a serious safety concern. Take the time it takes to work safe. There are no street standards. There are two national settlements that state "there is no set pace at which a carrier must walk and no street standard for walking". Take the time to curb your wheels on park and loop routes. Always set the hand break and lock the door when leaving the vehicle. The addition of large parcels since the last inspection/adjustment should be a plus for most routes if the parcels are delivered correctly.

The M41-323.3 states in part:

A. Begin the loop at the point of the parcel delivery.

B. By pass the stop until the loop is complete, then drive to the delivery point with both the mail and the parcel.

C. If a parcel is heavy, will not fit into your satchel, or requires a signed receipt, determine if someone is available at the address by ringing the doorbell or knocking on the door at the time of delivery of the rest of the mail. If no answer, follow the procedures in 322.311 and 322.312. If someone is available to receive the parcel, return with it after completing the loop.

With the new process DSR, we will see all double deliveries (i.e., jump stop the parcel then deliver the rest of the mail with the loop) and eliminate double delivery time. The end result of working unprofessionally will be an addition to the route. The TIAREAP process will probably be with us for along time so next time the branch provides training, please join us. We will keep the membership updated and we'll also answer all questions.

-- Dave Reise

Branch 2184

Route Inspection Officer

Branch 2184 Web Site

www.nalc2184.org

"FMLA" forms

Grievance Guidelines

Grievance Issue Statements

JCAM, MRS, M-39, M-41

Grievance Forms

National Agreement

2184 Memo of Understanding

Carrier Pay Chart

Retirement Information

E-COMP for Covid

Newest Covid 19 Relief Plan

MDA Information

Military Service Credit

Branch 2184 Calendar

TIAREAP Information

Fraud Alert

Useful Links

What you need to do if you suffer a Traumatic Injury

- Stay calm. Look around, where are you located, what time is it?
- Notify your supervisor immediately. Request a CA-16 (Authorization for Examination and/or treatment) and a CA-17 (Duty Status Report) from your supervisor.
- Seek medical treatment. You have the right to choose your own doctor. If management sends you to a contract doctor, they have the right to see you but not the right to treat you. Get treated by a doctor of your choice ASAP.
- Register for an ECOMP account using the QR Code below. If you do not have a computer, the Postal Service must provide you access to one in the office. Contact your union steward or local union office if you need assistance.
- Write a statement of events that led up to your injury and what occurred immediately after. Be very detailed about when, where, and how it happened.
- Go to the Home page of your ECOMP account, under "New Claim", follow the instructions to file a CA-1 Claim for Traumatic Injury. Do not let a supervisor fill out your CA-1, take the time to do it yourself. Contact your union steward or local union office if you need assistance.
- Request Continuation of Pay (COP). Note: COP is not payable if claim is filed more than 30 days from the date of injury.
- Submit Duty Status Reports (CA-17's) or medical restrictions to management as soon as possible. (Do not give local management any other medical documents)
- Keep copies of all documents pertaining to your injury, once an OWCP Claim/File # is issued, save it in your contacts on your mobile device. Write your claim # on any/all documents.
- The Postal Service is required to make every effort to find you work within your medical restrictions. If you feel a job offer exceeds your medical restrictions, accept the job offer and write "under protest" next to your name. Have your doctor review the offer and submit a medical report to the Office of Workers' Compensation Programs (OWCP) explaining why you cannot perform the duties in the job offer. Contact your union steward or local union office if you need assistance.



Scan the QR Code for
Immediate ECOMP Registration





SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using ELECTRONIC FUND TRANSFER

Through a **MONTHLY** Electronic Fund Transfer, NALC members can contribute directly from their bank account to the Letter Carrier Political Fund (NALC's PAC). On the 1st of every month, the Political Fund will automatically (and without a fee) deduct from your bank account the amount you choose to contribute (ex: \$5 donation each month for twelve months, totaling \$60 for the year).

Electronic Fund Transfer Authorization

Fill out and return this form with a voided check to the address below

I, _____ (your name) hereby authorize my bank to deduct from my checking account the **MONTHLY** sum of:

\$30 \$25 \$20 \$15 \$10 Other: \$_____ **PER MONTH** and forward that amount to the Letter Carrier Political Fund (NALC's PAC) (Maximum amount per year is \$5,000). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____ Branch #: _____

Postal Record #: _____ Routing #: _____ Account #: _____

Address: _____

City: _____ State: _____ Zip Code: _____

ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

The Letter Carrier Political Fund
100 Indiana Ave NW,
Washington, DC 20001-2144

Your Postal Record Number (circled):

***** AUTO** 5- DIGIT 54321

XXXXXXXXXX LC 9876 W 13 08

Letter Carrier
1234 Main Street
Anywhere, US 54321-9999

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

Staple your voided check here

Branch 2184 New Members

Patricia Davis	Dearborn Main
Joshua Graham	Dearborn Heights
Jason Hernandez	Taylor
Dominique Jackson	Plymouth
Jolele Kaey	Plymouth
Sherrhond Miller	Inkster
James Swierb	Canton
Brandy Taylor	Dearborn Main
Mark Raczynski	Dearborn Heights
Jacob Roulo	Westland
Seth Urban	Ypsilanti
Maria Brikho	Dearborn Heights
Nia Jackson	Dearborn Annex
Thea Sanchez	Dearborn Main
Mark Warir	Dearborn Annex
Tomika Whitley	Plymouth
Latoya Williams	Canton
Charles Doddie	Allen Park
Kathy Gu	Plymouth
Jessica Horne	Flat Rock
Antoine Jackson	Inkster
Donna Lorick	Plymouth
Jay Smith	Ypsilanti

Welcome



Retirements

Retirements from pay periods
02 03 04 05 - 2023

Tina Debord - Belleville
Kim Pingston - Westland
Sharon Nelson - Dearborn Main
Joseph O'Connell - Plymouth
Charlene Boyd - Canton

Recent deaths of retired/active members

Larry Schimmel - Dearborn Heights
Florence Gordon - Dearborn

Retirement Counseling

If you are planning on retiring from the USPS, Branch 2184 is offering Retirement Counseling Assistance. Our Branch 2184 Retirees Officer will have a one-on-one with you on the phone and will answer questions and assist in filling out your retirement papers.

It is recommended that you order your Blue book at least 4 months in advance of your retirement date.

After you get your blue book contact the branch office so we can help you fill out the proper forms and schedule your HR Shared Services retirement counseling appointment.

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.

Even during this pandemic, you can still make donations to the uniform bank by bringing in gently used uniforms and gear to your office. Give it to your steward and he/she will make sure your donation gets to the Branch 2184 office.

Thank you to **Mary Taylor** (Trenton), **Scott Watts** (Lincoln Park), **Bill Miller** (Allen Park), **John Dainus** (Dearborn Annex), **Scott Wandyg** (Dearborn Annex), **Arleen Blanchard** (Lincoln Park), **Monique Shorter** (Westland) for their donations.

Lets make our new members feel welcome.

For more information call
313-295-1640

Contract Corner:

Overtime Entitlement? There is None

Chronic understaffing issues and related matters in most Branch 2184-represented installations during recent years resulted in unprecedented amounts of overtime work for many letter carriers, much of it unwanted. More recently, this has eased a bit in some of our offices as CCA hiring has occurred and vacant assignments have been filled through conversions and transfers.

Some letter carriers that want to the extra overtime work have become accustomed to it to the point of expecting to work overtime, which is unwise. With available overtime work has in some offices having diminished, there has been pushback from some Overtime Desired List (ODL) carriers, who have seen much of their extra work (and consequent extra pay) disappear. Thus, now is a good time to review a few of the basics about postal overtime.

First and foremost, **no Postal Service letter carrier is ever guaranteed even one minute of overtime work.** Management often has other options, especially if office staffing is adequate. There simply is NO entitlement to work overtime, either on a regularly scheduled day or an NS-day. Fulltime regular carriers have a guaranteed work schedule of 8 hours a day, 5 days a week, all at the straight time pay rate, and nothing more.

When management does decide to use overtime as a means of getting the work done, then the rules for assigning it are found in Article 8 of our collective bargaining agreement. Management's frequent violation of these contractual rules when assigning overtime work has always resulted in more grievances than with any other work-related subject.

Letter carriers that have signed an overtime desired list should always keep in mind that **any letter carrier work** can first be assigned to a CCA or a PTF carrier, up to 11.5 hours of work in a day, instead of giving the work to an ODL carrier. Work can also be assigned to an available light or limited duty carrier if it is within the carrier's current medical restrictions. Additional work can also be assigned to any fulltime regular in a legitimate "undertime" situation, up to a total of 8 hours straight time work



NALC Vice President James Henry and Region 6 National Business Agent David Mudd were guest speakers at the Branch 2184 Retirees Dinner

for the day.

Finally, overtime work is NOT assigned by seniority, nor is it assigned on a rotating basis to those on an overtime list. Nor do ODL carriers have a contractual right to choose individual overtime assignments. On a daily and weekly basis management can determine who will work overtime and where it will be worked. Management's only obligation is to provide equitability for those on the regular Overtime Desired list over the period of each 3-month postal quarter.

In summary, there always has been and always will be overtime work in the Postal Service. Specific contractual rules for assigning overtime work are found in Article 8 of the National Agreement. Despite these negotiated procedures, during the past several decades postal management has consistently demonstrated an inability or outright refusal to abide by them. Your stewards are well trained to enforce these rules, and more grievances (by far) are filed year after year in response to management's Article 8 violations than with any other subject. However, do NOT ever think that you are entitled to work overtime, and most of all, do not ever plan your personal budget around expected overtime pay.

Letter Carrier Lunch Information

A supervisor in a Branch 2184-represented office recently misinformed some letter carriers by telling them that management had the right to tell them when and where to take their 30-minute lunch (meal break). In fact, management has no such authority. In accordance with the M-41 Handbook (City Carriers Duties and Responsibilities) section 251.6 as well as Exhibit 251, the regular carrier on an assignment enters their lunch information on Form 1564-A (Delivery Instructions) which should be found in the route book for every individual letter carrier assignment. The T-6 carrier for the assignment also enters this information for the days he or she is assigned to the route.

Both the regular carrier on an assignment as well as the T-6 carrier for that assignment can choose up to three separate locations for lunch, as well as choosing the times when they will be leaving the route for lunch. Although management does have final approval of these choices, they are the carrier's choices to make to begin with.

Additionally, management's arbitrary disapproval of a reasonable lunch location or time chosen by a letter carrier is subject to the grievance procedure. For example, a letter carrier living on or near their assignment has the right to list their home as a lunch location. Several years ago, a misguided postmaster in one of our stations attempted to disallow a carrier the right to use their home (which was on their route) as a lunch and break location. A subsequent grievance settlement upheld the carrier's right to do so.

Regarding the time at which lunch is taken, the Employee and Labor Relations Manual (ELM) provides that section 432.33, except in emergency situations an employee cannot be required to work more than six continuous hours without a meal or a rest break of at least a half hour. This regulation is commonly misconstrued as meaning that an employee must take their lunch within six hours of the start of their tour. **However, that is not the case; it only means that an employee cannot be required to work beyond six hours without a lunch.** An employee can choose to schedule their lunch period later in the day.

Finally, all letter carriers should be aware that lunch begins at the point where the carrier leaves their line of travel on their assignment, and it ends when the employee returns to this point of travel. Thus, travel time counts toward the 30-minute lunch allowance, and this should be considered when choosing your three lunch locations.

Night Differential Pay

Night Shift Differential pay is defined in Article 8, section 7 of the NALC/USPS Collective Bargaining Agreement as follows: "For time worked between the hours of 6:00 p.m. and 6:00 a.m., a career employee shall be paid additional compensation at the applicable flat rate dollar amount at each pay grade and step in accordance with Appendix A attached hereto." Appendix A is found in our Contract books immediately following the final numbered Article (Article 43) of the Contract. Additionally, despite the "career employee" language above, Night Shift Differential pay also applies to work performed by City Carrier Assistants (CCAs).

There are two Night Differential rate tables

(Continued on page 16)

(Continued from page 15)

Contract Corner

in Appendix A; the first (Table three) applies to fulltime regular and part time flexible career employees. For fulltime regular carriers in pay Table 1 (career appointment date prior to January 12, 2013) or pay Table 2 (career appointment date on or after January 12, 2013) of the City Carrier pay schedules, the additional flat hourly rate in the current (2019-2023) Contract ranges from \$1.00 to \$1.63 per hour, depending on the pay Table and step. For part time flexible carriers, the additional flat hourly rate in the current (20 Contract ranges from \$1.23 to \$1.69, depending on step. For CCAs, the additional flat hourly rate in the current Contract is \$1.23.

Finally, the payment of the flat hourly rate Night Shift Differential applies regardless of other pay status during an employee's scheduled work hours. Thus, an employee working while in an overtime or penalty overtime status during the hours of 6:00 p.m. through 6:00 a.m. will have the flat rate hourly Night Shift Differential pay added to their pay. Although the language of Article 8, section 4.F

provides that premium pay rates cannot be "pyramided" and that only the higher rate applies, Night Shift Differential pay is not considered as a premium.

-- Joe Golonka

Branch 2184 Contract Administration



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ELECTION NOTICE

WESTERN WAYNE COUNTY, MI

This is official notice to all members of Branch 2184 that nominations for Branch President, Executive Vice-President, Vice-President, Recording Secretary, Financial Secretary-Treasurer, Health Benefits Representative, Mutual Benefits Representative, Sergeant-at-Arms, Retirees' Officer who shall be a retired member, three (3) Trustees, and all station stewards; as well as State and National convention delegates for the 2024-2026 term will be taken at the regular Branch membership meeting at 7:30 p.m. Wednesday, October 4, 2023 at the Branch 2184 office on 6969 Monroe Street, Taylor, MI 48180.

All branch officers by virtue of their positions are automatic delegates to the State and National conventions. Elections will be conducted by mail and the results will be announced at the December membership meeting.

-- *Melvin MacDonald*
Recording Secretary