

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2023

## President's Report

### MISALC CONVENTION HIGHLIGHTS

The Michigan State Association of Letter Carriers State Convention was held April 30<sup>th</sup>, 2023, through May 2<sup>nd</sup>, 2023, in Detroit, Michigan, at the Motor City Casino. Branch 2184 had 28 delegates, who were all present and attended the classes.

NALC Headquarters sent Director of Safety and Health, Manuel Peralta, to be the guest speaker. Region 6 National Business Agent David Mudd also spoke to the delegates of the convention.

The MISALC delegates were fortunate to see and hear from Senator Gary Peters, who has been a long-time friend to letter carriers and the USPS. Senator Peters gave an inspiring speech and thanked the delegates for the plaque that was presented to him with everyone's signature on it.

I would like to congratulate our newly elected state officers on behalf of the branch and wish them all the best in their new two-year term. Cathy Tondreau was reelected to another term as State Treasurer. Branch 2184 OWCP Specialist Erik Venzke was elected as Vice President of the state association. Branch 2184 Vice President Darryl Clay was elected as a Trustee of the state association.

### PICNIC IS COMING UP!

Our annual branch picnic is Sunday June 25, 2023. We will have games for the kids, food, drinks, music and so much more for 2184 family and friends to enjoy. From 12pm-6PM, hope to see you there!

### BRANCH 2184 FACEBOOK PAGE

As of 06/05/2023, there are 196 members. The page is growing daily. If you are on Facebook, please search for our page. You have to answer a few questions like who is your steward(s) and what building do you work out of and you will be approved. There is up to date information to what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates. Take a moment to look at it. It is only for current Branch 2184 members. No former members or non-

*(Continued on page 3)*

#### Branch 2184

Western Wayne County, MI  
National Association  
of Letter Carriers

AFL - CIO

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

#### Office Hours:

9:00 a.m. - 5:00 p.m.

Monday through Friday

#### Calendar

#### Branch Meetings:

Sept 6th, 2023

(7:30 p.m. - Union Hall)

#### Retirees Meetings

Sept 14th, 2023

(12:30 p.m. - Union Hall)

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## Officers

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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
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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 Venzke
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 Ghotiemi (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.....	Scherrie Lacey (alt)
Lincoln Park.....	Scott Watts
.....	Mark Owen (alt)
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.....	Melvin MacDonald (alt)
.....	Keith Benedict (alt)
.....	Darryl Clay (alt)
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.....	Diego Forshaw (alt)
.....	Otis Barney (alt)
Rockwood .....	Tracy Mitchell (alt)
Taylor .....	Keith Benedict
.....	Victor Siemiesz
Temperance.....	Melvin MacDonald (alt)
Trenton .....	William Douglas
.....	Jeffery Webb
.....	Tracy Mitchell (alt)
.....	Casey Pennington (alt)
Westland.....	Ananias Epps
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Walt McGregor (alt)
Canton .....	Ramon Robinson
.....	Shatyra T Young (alt)
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Hill (alt)

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**Presidents Report**

members allowed.

**SUMMER BRANCH MEMBERSHIP MEETINGS**

There are no July and August branch membership meetings per our bylaws, so make sure you stay up to date on our branch 2184 Facebook page. We will see you all Wednesday September 6<sup>th</sup>, 2023, in person here at the branch.

Enjoy your summer Branch 2184 members! Stay safe!

-- *Walt McGregory*  
*President*

**EVP's Report****CONTRACT NEGOTIATIONS**

NALC and USPS continue contract negotiations. The current agreement expired on May 20, 2023, but the terms of the agreement will remain in full force until a new negotiated or arbitrated agreement takes effect. There will be a 60-day mediation as required by statute. NALC will continue to work on negotiating an agreement during this 60-day period.

**ANNUAL LEAVE CARRYOVER**

The maximum annual leave carryover amount of 520 hours is extended into 2024 leave year. NALC and the Postal Service have agreed to a memorandum of understanding (M-01993) extending the annual leave carryover limit. The memorandum will expire on December 31, 2024. Carriers retiring can retire with 520 hours of annual leave and receive a check for those number of hours up until December 31, 2024.

**UNDERSTANDING ARTICLE 8  
EQUITABILITY**

8.5.C.2

5.C.2.a. When during the quarter the need for overtime arises, employees with the necessary skills having listed their names will be selected from the "Overtime Desired" list.

So, if management doesn't work you any overtime all week, but works other OTDL carriers, there is no violation because management worked other OTDL carriers and not you for a week. Management has until the end of the quarter to make everyone equitable.

5.C.2.b During the quarter every effort will be made to distribute equitably the opportunities for overtime among those on the "Overtime Desired" list.

5.C.2.c. In order to ensure equitable opportunities for overtime, overtime hours worked, and opportunities offered will be posted and updated weekly. Management and the union should be reviewing and discussing the opportunities of overtime and then posting the numbers weekly.

**Equitable Distribution of Overtime Opportunities**  
Seniority does not govern the availability of overtime work for those letter carriers who wish to work overtime. Nor is overtime distributed on a rotating basis. Rather, Article 8.5.C.2 provides that for those carriers who sign the ODL, overtime opportunities must be distributed equitably (i.e., fairly). This does not mean that actual overtime hours worked must be distributed equally.

Remember overtime is not guaranteed. Management's obligation is making you equitable by the end of the quarter. Just because you didn't work your non-scheduled day or scheduled day off and another OTDL carrier did, does not constitute an article 2 or article 8 violation.

**HAVE A SAFE SUMMER!**

-- *Jacqueline McGregory*  
*Executive Vice President*



## DO Stop Believing...

During recent months USPS management has embarked on an aggressive campaign to convince letter carriers that several nonexistent "time standards" should be adhered to, both in the office as well as during the street time portion of a letter carrier's workday. These fictitious and often delusional attempts to invent non-negotiated time values for letter carrier duties are nothing new. They are just the latest tactic in management's never-ending campaign of trying to create a work environment where they attempt to dictate how long your daily work should take, regardless of reality.

However, it is just the opposite that is always true. Letter carriers are the sole determinant of actual daily reality - through the performance of your work. No matter how much the Postal Service wants to "standardize" daily letter carrier duties into a one size fits all box, your job consists of hundreds of daily variables. No two workdays are ever the same. **Letter carrier work simply cannot be accurately quantified by any sort of preset time values.** That is exactly why PS Form 3996 requires only an estimate of the time necessary to complete all assigned daily duties.

Thus, it is time to STOP believing management's nonsense and to focus solely on the only thing that matters each day – the safe and accurate completion of your assigned work, using all the time that you need, no more but no less. **Always remember that YOU are the sole owner of your daily work**, not your supervisor, not your postmaster, and not even the Postal Service itself. With that in mind, please STOP believing that any of the following fictitious management claims is true:

- The false claim that letter carriers are only allowed one hour to complete all morning office duties. There is NO such USPS office work time standard for letter carriers. Your office time each day is subject to your "caseable" mail volume as well as other required duties such as vehicle inspection, obtaining accountable items etc., and myriad variables such as service talks, customer inquiries, changes of address and other route maintenance duties. Also keep in mind that SPRs (small packages and rolls) are counted as caseable mail volume, and you must be allowed office time to either case them, tray them, or both.
- The false claim that you are only "allowed" 22 minutes (or less) for loading your vehicle. Again, there simply is NO set time allowance for this function. Loading the vehicle takes as long as it takes. This can be more than 22 minutes or less than 22 minutes. Contrary to management claims, there is no pre-determined time value for vehicle loading that has been negotiated or agreed to by the NALC.
- The VERY false claim that your street time is determined by DOIS or some other computer-generated management fantasy number. Again, the time necessary to complete ALL assigned street duties safely and accurately is determined only by your actual work, NOT by management. It takes whatever it takes, no more and no less. Management can and does provide their "expected" times, but these should NEVER be confused or conflated with any sort of obligation to complete your work within these often wildly inaccurate expectations.
- If you believe that your daily work will take longer than 8 hours, complete and submit form PS Form 3996 in the morning. Follow the instructions you are given. If the time needed turns out to longer than initially authorized, notify management in a timely manner. A reminder that you are not required to use your personal cell phone for this purpose or for any other work-related function. You are not required to even have a phone or to provide them with a phone number.
- Also remember that there are NO existing time allowances for any specific street function. This includes but is not limited to your walking pace (steps per minute), number of deliveries per hour, parcel delivery time, relay time (preparing your mail and satchel for the next relay or refreshing the tray with mail for mounted delivery), or any other delivery function. Also remember that you are allowed as many breaks as is reasonably necessary for personal needs. **These breaks are in addition to and are**

**separate from your two contractually negotiated 10-minute street breaks.**

- Finally, there is the never-ending but false claim by management that you are "allowed" just 5 minutes to complete p.m. office duties after returning from the street. No specified p.m. time allowance exists in any USPS contract, handbook, or manual. The necessary time depends solely on what work needs to be done before leaving for the day. For a listing of specific afternoon office duties, please see the M-41 Handbook (City Delivery Carriers Duties and Responsibilities), chapter 4. Also be aware that in Branch 2184-represented installations, letter carriers are allowed up to 5 minutes of washup time after returning from the street in addition to time necessary to complete other required work.

Perhaps the saddest part of Postal management's never-ending quest to intimidate letter carriers with bogus time expectations is that it is all SO unnecessary to begin with. Letter carriers do not go looking for ways to make the job more difficult or time-consuming. No one wants to make their daily work harder on themselves and a letter carrier will always find the most efficient way to get the job done. Yet, the USPS persists with a childish obsession of attempting to "control" letter carrier work through absurd levels of micromanagement. When will it end? Based on current trends, the answer to that question appears to be never. Just remember that the Postal Service only exists because of your work, not because of its management.

-- Joe Golonka

*Branch 2184 Contract Administration*

## VP's Report

### Beware of Scammers

There has been an increase of scamming and fraud to letter carriers across the country. We must all be careful with our passwords, social security number and other types of identification.

Here are a few tips to help:

- Scammers often try to create a sense of urgency and isolate victims in order to induce you to remit payments, so don't be pressured into making immediate financial decisions.
- Ask a trusted friend or family member before sending anything.
- Don't give your financial or personal information to anyone you know or trust.
- Reduce unwanted telemarketing calls by taking advantage of call blocking service and scam call alerts.
- Remember, the companies you do business with already have your personal information.

If you feel you have been a victim of fraud or a scam, report it right away to the authorities. If it is postal related, notify your supervisor immediately.

### Customer Connect

Since mid-2003, letter carriers have successfully used Customer Connect to take advantage of our

unique relationship with our customers. New revenue has been generated through this program for our employer that also is used as a bargaining chip in contract negotiations. So, the more money we help our employer generate, the more we can possibly bargain for in a new contract.

Whether you deliver to businesses or residential customers, there is opportunity for new leads.

In fiscal year 2022, nationwide we brought in \$3,468,719,862.00.

So far, this Fiscal year, we have brought in \$62,168,563.00.

In the Michigan 1 District, we have brought in \$397,111.00 this year.

We hope to break that 4 BILLION dollar mark this year!

Thank you for your participation in Customer Connect program!

### Uniform Bank

Branch 2184's uniform bank is up and running. We have a great selection of slightly used and sometimes new uniforms for our CCA's that have worked at least 45 days.

Please call the branch to make an appointment and Shop till You Drop.

-- Darryl Clay

*Vice President*

## LETTER CARRIER HOT WEATHER SAFETY

Heat-related illness is a serious warm season hazard for all letter carriers and many are affected by the symptoms of heat illness each year. The physical exertion required with the delivery of mail, which typically coincides with the hottest part of the day, can lead to debilitating symptoms such as dehydration or even more serious problems for those who do not properly prepare and compensate for the heat. Additionally, the absence of good ventilation as well as limited air circulation in most postal vehicles contributes to heat-related problems for letter carriers. All enclosed vehicles also act as hot boxes that collect and intensify heat from the sun, a small-scale example of the "greenhouse effect."

Warmer air can hold considerably more moisture than colder air, hence the common expression "it's not the heat, it's the humidity." Humid air significantly increases the discomfort and potential risk of heat illness because it decreases the ability of the skin to cool the body through the evaporation of perspiration. The chill that we sometimes feel when stepping out of a pool is caused by the evaporation of water on our skin. Water evaporates more rapidly into dry air; hence cooling is more pronounced. As moisture in the air increases, evaporation is inhibited and cooling is limited.

Do not be fooled by relative humidity values that are typically in the 30 to 50 percent range on summer afternoons. That may seem low, but "relative" humidity is merely a mathematically derived value of the amount of moisture in the air as a percentage of that which air at that temperature can hold. The lower the relative humidity, the more that air can be cooled before reaching its saturation point, also known as the dew-point.

Letter carriers should be aware of the initial symptoms of heat-related illness and immediately take steps to prevent them from becoming more serious. This means taking a short break, sipping (not gulping) cool water or nutrient added water such as coconut water (a good source of potassium and other electrolytes) to provide hydration, and getting into a cool place if this is possible. The most common heat-related illnesses that affect letter carriers are heat cramps and heat exhaustion. Heat cramps are muscle cramps that usually occur in the legs. They can usually be relieved by resting and by putting firm pressure on the cramping muscles or by massaging them.

A more serious heat-related problem is heat exhaustion. This is a feeling of weakness that is accompanied by heavy sweating, nausea, and a weak pulse. The skin often feels cold and clammy. Another important indication of heat exhaustion is a feeling of disorientation. This is a sure sign that heat is adversely affecting your body, and you should immediately stop whatever you are doing outdoors and get inside in a cool place and sip cool water. If you feel severely nauseated or start to vomit, immediate medical care should be obtained.

The most serious heat-related illness is heatstroke. This is characterized by a very high body temperature, a pounding pulse rate, and usually not any sweating. Heatstroke is a life-threatening medical emergency that requires immediate emergency treatment. Heat-related illness that is directly caused by a letter carrier's work environment is also considered to be a job-related traumatic injury that should be reported on OWCP form CA-1. Medical evidence to support a claim of job-related heat illness should specifically identify the exposures (the work-related factors) experienced by the letter carrier and include medical rationale that links these factors to the resulting illness.

To help prevent dehydration and heat-related illness, a slow and consistent intake of cool liquid. Drinks containing sugar, salt, caffeine, or alcohol will actually increase dehydration of the body. As a guide, a letter carrier or anyone working outside in hot weather should slowly drink several ounces of cool liquid every 15 to 30 minutes.

Most of all, always use common sense! Again, if you feel the initial symptoms of heat-related illness

while working, stop what you are doing, get into a cool location (or least a shaded one), sip some water, and then proceed with your work only after the symptoms subside. If you continue to feel ill, stop and seek medical treatment. Do NOT be intimidated into continuing to work when experiencing heat illness symptoms. Postal management could not care less about your personal health and safety. Also be sure to notify your union representatives of any abusive or coercive behavior by postal management in response to a heat-related illness.

Dressing for warm weather is for the most part obvious. Wear light and comfortable clothing that still complies with uniform regulations. Be sure to protect your skin, especially your face, from too much exposure to the sun. A good sunscreen with an SPF of at least 30 is quite helpful. Many letter carriers have developed skin cancer that is likely related to long-term exposure to the sun while performing their work. Be aware that a cloudy summer day does not prevent the risk of sunburn, as ultraviolet radiation from the sun still reaches the earth.

As with all aspects of letter carrier safety, advance planning and situational awareness are critical for the prevention of heat-related illness. Do not let the power of the summer sun threaten your health and well-being while on the job or off the job.

-- Joe Golonka  
Branch 2184  
Contract Administration



## TIAREAP

### (Technology Integrated Alternative Route Evaluation Process)

Everyone needs a buddy. The M41 section 832.1 Says: Inspect vehicle as described on Notice 76 Expanded Vehicle Safety Check (see Exhibit 832). Number 15 and 16 begin: with assistance.... that's why we need the buddy. Number 24 says (gas gage requires 30 seconds for "warm-up") so while you perform number 14 while in your seat, your buddy is helping you with Number 15 and 16. Base minimum allowance for all of the items on Notice 76 is 3 minutes. If properly performed (along with helping your buddy with number 15 and 16) the inspections will probably take longer than 3 minutes. No matter what it takes this is called a Safety Check and demands our full attention. All though a minute or two short cuts may not mean much to an individual carrier you have to consider what if everyone in the office does that consistently? If the office has 25 routes, then the office is devaluated in office time by 25 minutes a day! In the TIAREAP process that could be the difference of losing or gaining a full-time assignment.

The Spring Evaluation and Adjustment process is about to move to its final process the review period which is day 30 to day 60 after implementation but as I was reminded by VP Clay the review certainly could include other days if there is questionable data, so as we always say work professionally as if the boss is with you all day long.

-- Dave Reise  
Trustee  
Branch 2184 Route Adjustment Specialist

## Leave Without Pay (LWOP) – Myths and Facts

Leave without pay, commonly known as LWOP, is by definition “an authorized absence from duty in a non-pay status.” It is also a subject of considerable myth and misinformation, some of which emanates as usual from postal management. However, the fountain of LWOP-related misinformation is also fed by letter carriers listening to uninformed coworkers instead of taking the time to learn about the pay and benefit provisions of their own job.

### “Administrative Discretion” – NOT Always

There are two aspects of LWOP that most commonly are the subject of misinformation among USPS employees. The first of these is an erroneous belief that LWOP is always at the sole discretion of management. Although the Employee and Labor Relations Manual (ELM) section 514, states that “the granting of LWOP is a matter of administrative discretion,” **there are in fact numerous specific situations where the use of LWOP is at the sole discretion of the employee and NOT management.**

Perhaps the most common example of this is leave used for an absence due to an approved Family and Medical Leave Act (FMLA) situation. USPS employees have the right to use LWOP instead of paid leave for any approved FMLA-related absence, per the Employee and Labor Relations Manual (ELM), sections 514.4.f and 515.41. The choice of using LWOP instead of paid leave in this situation is always that of the employee.

There are several other specific situations where the use of LWOP is at the discretion of employee instead of management. One of these is when an employee has an absence due to illness or off the job injury but no longer has a sick leave balance. In that situation, they can choose to use either LWOP or annual leave, per the ELM, section 513.61. Be aware that when sick leave is exhausted, USPS management very often just takes the employee’s annual leave without first being authorized to do so by the employee. This is very much improper, and **a letter carrier in this situation should be proactive by instructing management what type of leave he or she is choosing to use.**

The use of LWOP is also at the employee’s discretion in each of the following situations, including but not limited to: Bereavement Leave (up to 3 days); Military leave in excess of the 120 hours of paid leave which is provided to eligible employees each year, per the ELM section 517.541; court leave for reasons not paid by the Postal Service, per the ELM section 516.22; and leave to attend authorized union conventions, per Article 24, section 2 of the Contract.

### LWOP and Creditable USPS Service

The impact of LWOP (or more accurately, the non-impact) on USPS service credit for retirement purposes continues to be a subject filled with endless myth and misinformation. Many letter carriers erroneously believe that using even small amounts of LWOP has an adverse impact on retirement. **However, that is simply NOT the case.** The use of LWOP has ZERO impact on retirement credit unless more than 1040 hours (6 months) is used in a single year, per the ELM, section 582.13 **Additionally, LWOP is not cumulative in nature, as each employee’s LWOP balance resets to zero at the beginning of the year.**

Also, employees in a LWOP status while receiving wage loss compensation from OWCP for a job-related injury or illness continue to receive full USPS service credit, regardless of the duration of their absence from work, per the ELM, section 582.41. Those in a LWOP status to work fulltime for employee organizations such as the NALC also continue to receive full USPS service credit, per the ELM, section 582.6.

Thus, despite what you may “have heard,” **LWOP usage of less than 1040 hours in a single year does NOT have to be “made up” or any additional time worked to replace it.**

### LWOP and Leave Earnings

The use of LWOP can have an impact on earned annual and sick leave. The ELM section 514.24 provides that “Employees who are on LWOP for a period, or periods, totaling 80 hours (normal number of work-



hours in 1 pay period) during a leave year have their leave credits reduced by the amount of leave earned in 1 pay period.”

This is particularly important for fulltime regular career carriers to pay close attention to, as their yearly allotment of annual leave is advanced to them at the beginning of each year. However, the leave is still earned on a pay period by pay period basis. For every 80 hours of LWOP used by a fulltime career employee during the year, their annual leave balance will decrease by the amount of annual leave they earn in one pay period – either 4, 6, or 8 hours.

There have been many instances where this has resulted in the need to cancel or reduce previously scheduled periods of annual leave, and in some instances, this has resulted in a negative annual leave balance. Additionally, for each 80 hours of LWOP used during the year, 4 hours of sick leave that would normally be earned and credited after a pay period will not be.

Those in their first 13 years and 4 months of career USPS employment and thus are still receiving periodic step increases should also know that more than 13 weeks of LWOP during the waiting period for the next step increase can result in a deferral (delay) of the step increase, per the ELM section 422.133. LWOP used while on the rolls of OWCP, for military service, or while working fulltime for an employee organization such as the union does not count for purposes of deferring a step increase.

In summary, Leave Without Pay (LWOP), when appropriately and carefully used, can be useful and even valuable to a Postal Service employee. However, as with all aspects of your job, the “devil is in the details.” Knowledge is power, and it is up to you to attain and then utilize that knowledge. Your union provides numerous resources for this very purpose. Make use of them.

-- Joe Golonka

*Branch 2184 Contract Administration*



**Food Drive**



**Food Drive**

## **OWCP and ECOMP updates:**

As many of our members know the OWCP claims process can be cumbersome and at times not very claimant friendly. The process is not supposed to be adversarial but can often seem that way when you are unable to communicate with your claim's representative or get a response to an inquiry in a reasonable amount of time.

Recently, however, there have been updates both to 20 CFR 10.121 and ECOMP that are aimed at making the process a little more claimant friendly with both an extended timeframe for submission of additional evidence to OWCP and a new process to submit inquiries in ECOMP.

Under Public Law 117-263, Congress directed OWCP to update 20 CFR 10.121, which addresses situations when evidence submitted by the claimant is deemed insufficient to meet their burden of proof and OWCP needs additional information. Previously, it required OWCP to give the claimant at least 30 days to submit the evidence needed. At Congress' direction, OWCP has changed this 30-day period to 60 days allowing the claimant additional time to provide the needed information.

Also, on April 19, 2023, FECA Circular No. 23-06, ECOMP Inquiry Escalation Process was issued. This new ECOMP change allows claimants to submit queries on certain specific issues through their ECOMP account by using the following new process

In the claimants' case dashboard under the case escalation tab claimants are currently able to select and inquire about the following issues:

- Payment for wage loss compensation
- Payment of a medical bill
- Authorization of medical treatment/process
- Authorization of medication
- Health benefits of life insurance issues
- Overpayment issues

Once an inquiry is initiated, the request is directed to an appropriate staff member depending on the issue chosen and is then made part of the case file. A standard response time of two business days is allowed for a response. If no response is received within the allotted timeframe or the claimant is not satisfied with the response, the claimant may then escalate that issue to a manager for review.

Both changes will be extremely beneficial to our members in helping to obtain approval of their claim and authorization of medical processes before having to go through the appeals process. However, if you are having difficulties with your claim or it has recently been denied and you find yourself in need of assistance our injury compensation officers are available for you as a member by contacting the union hall.

-- Erik Venzke

*OWCP & MBA Representative*

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

# Branch 2184 2023 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 2023.**

## 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 30, 2023**

## NALC 2184 2023 FOOD DRIVE

<b>Office</b>	<b>2022</b>	<b>2023</b>
Allen Park	9,392	7,444
Belleville	9,587	8,444
Dearborn Main	5,181	7,877
Dearborn Annex	12,905	11,583
Dearborn Heihts	22,000	14,000
Dundee	2,680	986
Flat Rock	4,525	4,950
Grosse Ile	1,560	1,264
Inkster	1,400	6,893
Lincoln Park	13,000	11,100
Monroe	18,366	17,715
Northville	40,000	50,000
Plymouth	19,500	7,818
Rockwood	1,100	5,100
Taylor	19,493	16,375
Temperance	8,578	1,900
Trenton	9,425	6,625
Canton	11,400	12,561
Westland	22,438	16,372
Wayne	1,841	3,989
Ypsilanti	30,450	27,500
<b>GRAND TotAL</b>	<b>256,234</b>	<b>240,437</b>

## Branch 2184 New Members

Sanjay Patel	Westland
Kevin Wright	Trenton
N Johnson	Belleville
Breana Avelar	Plymouth
Ebony Chatman	Northville
Robin Gomez	Plymouth
Sybrina Gesham	Ypsilanti
Trineka Halthon	Flat Rock
Tenisha King	Dearborn Main
Corey Mroz	Dearborn Main
Malik Wiklerson	Dearborn Main
Vernon Evans	Westland
Robert McCreary III	Trenton
Angelica Murray	Westland
Dwayne Sparks	Belleville
Willie Vawters	Ypsilanti
Jiasia Chalk	Westland
Jose Eplin	Lincoln Park
Darhonda Edwards Jones	Inkster
Amos Johnson	Canton
Mohamad Toko	Taylor

*Welcome to  
Branch 2184*



## Retirements

**Retirements from pay periods  
02 03 04 05 2023**

Robert Parisi - Taylor  
 Barry Knight - Westland  
 Deborah Perkey - Dundee  
 Charlene Boyd - Canton  
 Debra Foshag-Johnson - Monroe  
 Karl Close - Flat Rock  
 Gilbert Pruiett - Westland  
 Mary Sottile - Monroe

**Recent deaths of retired/active members**

Joan Rensel - Taylor

## 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 5 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.

Lets make our new members feel welcome.

For more information call  
313-295-1640

## Branch 2184 Web Site [www.nalc2184.org](http://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

## Contract Corner:

### Working Off the Clock

Recently, a misguided supervisor in at least one Branch 2184-represented office falsely claimed that he could not stop a carrier that allegedly "wanted" to work off the clock. However, the supervisor's alleged excuse was very much incorrect. Specific Contract language found in Article 41, section 3.K of the Collective Bargaining Agreement provides that: **"Supervisors will not require, nor permit, employees to work off the clock."** That cannot be much clearer. **It is management's direct responsibility to ensure that all employees are only performing work while in a pay status.**

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

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

### Management Bringing Mail to and from the Street

Periodically, we receive reports that management personnel bringing mail and parcels out to carriers on their routes. In other instances, they have brought collection mail taken from carriers on their routes back to the office. However, the transportation of mail to and from city letter carrier routes is work that is solely designated as city letter carrier bargaining unit work. Article 1, section 6.A of the Collective Bargaining Agreement provides that "Supervisors are prohibited from bargaining unit work at post offices with 100 or more bargaining unit employees, except in an emergency, for purposes or

training or instruction, to ensure the proper operation of equipment, to protect the safety of employees, or to protect the property of the USPS.”

In post offices with less than 100 bargaining unit employees, the same restrictions apply unless the work is specifically included in the supervisor’s job description. Even in that situation, it does not authorize the supervisor to perform bargaining unit of work as a matter of course every day. Thus, unless one of the uncommon and situation-specific exceptions noted above exists, management is directly prohibited from taking out mail to the street or bringing back mail from letter carrier assignments.

Typically, they try to get away with this to avoid paying one or more letter carriers to do the work. However, if a supervisor has time to be doing work that belongs to craft level employees, it calls into question the necessity of the supervisor’s own so-called job to begin with. Whenever this occurs, fully document the Contract violation, and initiate a grievance. Management will usually end up having to pay one or more letter carriers for work that that should have been done by a carrier to begin with.

## Blocked Curblines Boxes

Letter carriers doing mounted (curblines) deliveries will sometimes encounter mailboxes that are blocked by cars, by trash cans, or are otherwise inaccessible from the postal vehicle. This situation often results in the question – is the carrier required to dismount and attempt delivery? **In most instances, the answer is YES, they are.** There is a long-established myth that letter carriers do not have to deliver mail to boxes that are blocked, a myth that has absolutely no factual support. Unless there is clearly existing and demonstrable safety risk, an obstructed mailbox should always be serviced by the letter carrier delivering that street or location. **We are in the business of delivering mail, not finding reasons to withhold delivery.**

Specifically, the Postal Operations Manual (POM), section 632.14 states that “Where the approach to the mail receptacle located at the curb is temporarily blocked by a parked vehicle during normal delivery hours for the area, or snow or ice hampers the approach to the box, the carrier normally dismounts to make delivery. If the carrier consistently experiences a problem in serving curblines box-

es and where the customer can control on-street parking in front of his or her mailbox but does not take corrective action after being notified, the postmaster may, with the approval of the district manager, withdraw delivery service.” Note that a letter carrier does NOT have unilateral authority to do this and even a postmaster must obtain higher level approval.

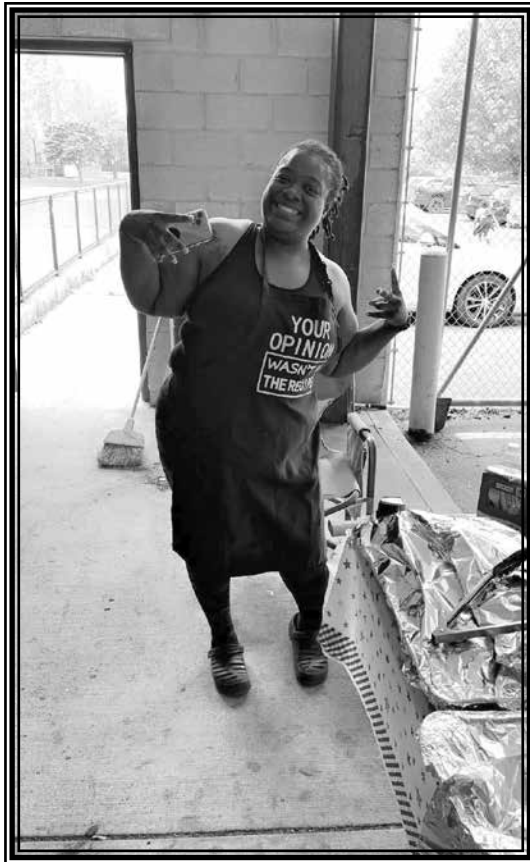
The above language makes it clear that is a carrier’s responsibility to dismount and to deliver mail to a blocked curblines box. An individual letter carrier does not have the unilateral authority to withhold any delivery from any customer except for a documented safety-related reason, for example a loose dog or broken steps. When encountering a blocked curblines box, safely park the postal vehicle out of the line of traffic, turn it off, unfasten your seatbelt, take the vehicle keys and exit the vehicle, and then carefully walk the mail to the box. If the distance is more than several steps, it is also advisable to also close and lock the vehicle door. Some might ask “but won’t this take more time?” Of course, it will take more time. You are being paid for that time. Again, what is your hurry, anyway?

-- Joe Golonka

*Branch 2184 Contract Administration*



**Food Drive**



**Food Drive**



**Brookfield<sup>®</sup> Uniforms**

Serving the Postal Industry for Over 40 Years

**Support the Company that Supports Letter Carriers**

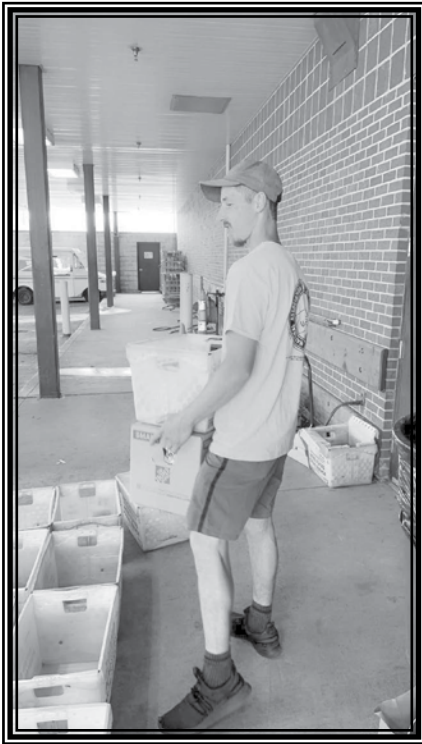
- Brookfield replaces uniforms lost due to fire and natural disasters!
- Brookfield, along with State and Local NALC Branches, has raised over \$500,000 for the Letter Carrier Political Fund.
- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

**Contact Your Brookfield Representative!**

**Carl Ramsey**

**313-659-8827 (voice & text)**





**Food Drive**

## ALLIE BROS UNIFORM STORE



20295 MIDDLEBELT ROAD  
(3 blocks south of 8 mile)  
LIVONIA, MI 48152



MON/TUES/WED/FRIDAY 9:00AM – 5:30PM  
THURSDAY 9:00AM - 7:00PM  
248-477-4434    [www.alliebros.com](http://www.alliebros.com)

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- Supporting Postal carriers, drivers, clerks and all Postal employees with the best inventory for your Postal uniform requirements.
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- Come shopping at Allie Bros to enjoy our 'best value pricing' and assistance from our friendly staff.
- Call your order in - we'll ship it for free.

# Letter Carrier Political Fund Contributors

## Allen Park

- Tod Lilla
- ✓ Mark Owen
- Karen Russell
- ✓ Kris Shaw

## Belleville

- ✓ Bryon Hendricks
- ✓ Lynn Taylor (R)
- ✓ Cindy Trzeciak (R)

## Dearborn Main

- ✓ Darryl Clay
- ✓ Symone Coleman
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Damon Green
- ✓ Yvonne Jackson
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Hussein Ghoiteimi
- ✓ Mark Judd (R)
- ✓ Thomas Klecha (R)
- Joanne Kuzala (R)
- ✓ Roderick LeLental (R)
- ✓ Melvin MacDonald
- ✓ Carol Macieczni (R)
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Brian Robinson
- ✓ Brian Rodden (R)
- ✓ Jerry Taylor
- ✓ Cathy Tondreau (R)
- ✓ Joseph Vitie (R)
- ✓ Steven White

## Dearborn Heights

- Roger Corpolongo (R)
- ✓ Hassan Ghoiteimi
- ✓ Marwan Ghoiteimi
- Chanel Harrison
- ✓ Ian Mair (R)
- ✓ James Powell (R)
- ✓ Pamela Sellers
- Christopher Tostige (R)
- ✓ Jim Wolstencroft (R)

## Dundee

- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

### Inkster

- Phil Ashford
- ✓ Carl Gibbs (R)
- ✓ Scherrie Lacey
- Diana Taylor

## Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Arleen Blanchard
- ✓ Laura Fitzgerald
- ✓ Paula Hall
- ✓ Ronald Hausch (R)
- ✓ Nicole Pace
- ✓ David Reise (R)
- ✓ Barbara Scaggs (R)
- ✓ Scott Watts

## Monroe

- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
- ✓ Erik Venzke

## Northville

- ✓ Ricky Hatfield
- ✓ Jennifer Rake

- ✓ Janice Mitchum
- ✓ Val Watkins
- Loianne Vester

## Plymouth

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

## Rockwood

- ✓ Courtney Duran

## Taylor

- ✓ Adeyinka Adeduntan
- ✓ Keith Benedict
- ✓ Patricia Davis (R)
- ✓ Dawn Gable
- ✓ Alexander Heatherly
- ✓ Jason Josaitis
- ✓ Ryan Judd
- ✓ James Kelly (R)
- Frances McGuchin (R)
- ✓ Walter Modelski (R)
- ✓ Timothy Murray
- ✓ Bob Parisi
- ✓ Tom Rauch (R)
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)
- ✓ Suzanne Stevens (R)
- ✓ Jeanie Youtsey

## Temperance

- ✓ Kari McLachlin

## Trenton

- ✓ Gwen Heffinger (R)
- ✓ Larysa Larson
- Tracy Mitchell
- ✓ Casey Pennington
- ✓ Jeffery Webb

- ✓ Douglas William

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Ananias Epps
- ✓ Albert Gilliespie
- ✓ Cynthia Harris
- ✓ Katrina Jones
- David Marshall
- ✓ Walter McGregory
- ✓ David Rumley
- ✓ Edward Sikora (R)
- ✓ Aaron Toth
- ✓ Nakia Whitfield

## Canton

- ✓ Joe Golonka (R)
- ✓ John Hite
- ✓ Bonnie Price (R)
- ✓ Ramon Robinson
- ✓ Denise, Viola
- ✓ Shatyra Young

## Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Paul Debruyne
- ✓ Patricia Neeley
- ✓ Dave Rowland
- ✓ Danita Hill
- ✓ Gregory Snead
- ✓ Michael Tredway



Protect your job.  
**CALL today!**  
313-295-1640

## Fund Contributors

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

R = Retired members.

### LCPF Disclaimer

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. 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, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.



PROUD TO BE A  
**UNION WORKER**

## 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"**

## 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**



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



**NALC**



**AFL-CIO**

# Annual Branch Picnic

## Sunday, June 25th

On Sunday, June 25, 2023, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families.

There are activities planned for children of all ages, including a dunk tank, petting zoo, pony rides, face painting, inflatables, lawn games and music. Food and drinks will be provided. The picnic will be held on the grounds of the Branch 2184 Office at 6969 Monroe Street in Taylor (just north of Ecorse Road). This day of family fun is free to all members and their families.

Watch for further information as it becomes available, including information that will be posted on Union Bulletin Boards in each station.



Don't miss  
all of the  
**FUN!**

**Circle Sunday June 25th on your  
Calendars and make plans to attend!**