

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October 2016

Branch 2184
Western Wayne County, MI
National Association
of Letter Carriers
AFL - CIO
6969 Monroe
Taylor, MI 48180-1815
(313) 295-1640
Fax: (313) 295-4134
E-Mail:
NALC2184@sbcglobal.net
Web Site www.nalc2184.org

Office Hours:

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

Calendar

Branch Meetings:

November 2nd, 2016
December 7th, 2016
(7:30 p.m. - Union Hall)

Retirees Meetings:

November 9th, 2016
December 14th, 2016
(12:30 p.m. - Union Hall)

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President's Report

Convention Update

The NALC's 70th biennial national convention was held August 15 through the 19th in Los Angeles. The theme for the convention was "Solidarity in Action". Our Branch had 26 delegates in attendance and I am pleased to report that all delegates were present and accounted for. Your delegates attended all the required convention sessions as well as workshops and classes. The National office once again put on a packed schedule of classes and workshops. As usual they covered almost every aspect of Postal and Union life from member mobilization to contract enforcement; from MDA to health care; and from CCA Rights and Benefits to retirement, to list just a few. For the first time in my memory we had nine first time convention delegates in our delegation. It was quite a sight to see when they showed up on the first day of the convention, surrounded by more than 5400 other fellow delegates! The next national convention will be in Detroit in July of 2018, which is the first time since 1966 that our NALC convention will be in Detroit.

50-60 Year Members Honored

At our September 7th, Branch meeting we honored our newest 50 and 60 year members. NALC National Business Agent Pat Carroll and Michigan State Association President Carl Blassingame were on hand to assist with the presentation of Gold cards to 50 year members Dusty Dalton (Dearborn) and John McKay (Dearborn Heights).

This year we had five members who qualified for their 50 year gold cards, along with eight who qualified for their 60 year pins. The following is a list of Branch honorees that were unable to attend: 50 year members Peggy Bauman, Andrew Kozel, and Betty Liverance; 60 year members Alfred Burt, Donald Cook, Bryce Ferguson, Betty Geldine, Earl Jones, Edward Kirby, Larry Schimmel and Charles Steve. On behalf of your Union Brothers and Sisters, I would like to congratulate our 50 and

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Officers

President	Mark Judd
Executive Vice President	Walt McGregory
Vice President	Joe Golonka
Recording Secretary	Casey Pennington
Financial Secretary Treas	Cathy Tondreau
Sergeant at Arms	Scott Watts
Health Benefits Rep.....	Jim Powell
Retirees Officer	Leonard Zawisa
Trustee	Patricia Linna
Trustee	Tim Bailey
Trustee	Gloria Warthen
Editor	Leonard Zawisa
Branch Scribe	Joe Golonka
Web Site Design	Jim Hales
Injury Compensation	Joe Golonka



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

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

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

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

Stewards

Belleville.....	Gregory Bodziak
.....	Bryon Hendricks (alt)
Dearborn (Main)	Darryl Clay
.....	Ted Nowc
Dearborn (Annex).....	Melvin MacDonald
.....	Jacqueline McGregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights	Jim Hales
.....	Denise Viola
Dundee.....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile.....	Christopher Biegalski
.....	Kim Bumbul (alt)
Inkster	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Jim Holland
.....	Beth Maliszewski (alt)
.....	Valerie Watkins (alt)
.....	Keshya Boudreaux (alt)
Plymouth.....	Heather Childers
.....	Bob Venning (alt)
.....	Kristie Nelson (alt)
.....	Tamara Bosman (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
Temperance.....	313-295-1640
Trenton.....	Casey Pennington
.....	Justin Cooper
Westland	Walter McGregory
.....	Felicia Bryant
.....	Katrina Jones
.....	Vina Stacy (alt)
Canton.....	Samantha Hales
.....	Lois Fritz (alt)
Ypsilanti	Mike Tredway
.....	Paul Bordine
.....	Tanisha Payne (alt)
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)

Address Correction Requested

When you move, change your name, leave the letter carrier craft, retire, or your phone number changes, we need to hear from you. Your member benefits, newsletter and other mailings may be affected if we don't have the new information. It only takes a phone call or drop us a note. We will do the rest.

Call 313-295-1640

(Continued from page 1)

Presidents Report

60 year members for their many years of loyal and dedicated service to the National Association of Letter Carriers and to our Branch, and for attaining these significant milestones in their Union membership.

Scholarship Winners

At the September 26, Executive Board meeting our Branch Trustees selected the recipients of the four Branch Scholarships for 2016. Congratulations to Johnae' Williams, the daughter of Westland carrier Robin Douglas; Brandon Watts, the son of Lincoln Park carrier Scott Watts; Julia Keister, the daughter of Monroe carrier David Keister; and finally Karah Szafran, the daughter of Taylor carrier Michele Szafran. Each winner will receive \$500 from the Branch to use toward their tuition or other school related expenses. On behalf of the Branch we wish you much success in your chosen fields of study.

MDA Satchel Drive

On Sunday September 11, Branch 2184 once again participated in the annual NALC Satchel Drive for the Muscular Dystrophy Association. Both active and retired members hit the streets and the street corners near the Union office at the intersection of Ecorse and Monroe. Our volunteers worked the streets from 11:00 am until 3:00 pm filling the satchel for MDA. Our final tally for the day's event was \$1,376.21. Thank you to all the volunteers who gave up part of their Sunday to once again make our "Satchel Drive" a success. They are Canton, Joe Golonka; Dearborn, Mark Judd; Dearborn Heights, Denise Viola and Jim Powell; Grosse Ile, Gloria Warthen; Inkster, Phil Ashford; Lincoln Park, Scott Watts, Brandon Watts and Paula Hall; Northville, Janice Mitchum; Taylor, Michele Szafran; Westland, Felicia Bryant, Katrina Jones, and Walt McGregory.

MDA Canister Drive

The time has come to put the Labor Day canisters away for another year and to announce the results! While we were off from our record breaking canister drive from last year, we were still able to raise the respectable amount of \$2,266.78. For those of you who once again answered the call to help those with neuromuscular diseases and made a contribution, I thank you for your generosity. Because of you, the monies raised will be enough to send two kids to camp in 2017. As always, special thanks go out to our Stewards and MDA coordinators who took the time to pass around the canisters in their offices. This year's top three offices for the Labor Day canister drive collections are as follows; Dearborn Annex \$614.17, Westland \$424.10, and Northville, \$223.72.

-- Mark Judd
President

EVP's Report

Get and Stay Involved!

I know that you hear us union leaders say all the time "this election is so important." Well that is the truth! Hopefully everyone reading this already registered to vote and has either already voted by absentee ballot, or will be voting absentee ballot, or going to the polls to vote on November 08, 2016. If voting on Election Day, also make sure that you take all available family members and friends to the voting locations with you. If someone needs a ride, do the neighborly deed of taking them to the polls to vote!

When voting, please make sure you look at the candidates in all of the races including but not limited to the Presidential Race. We all have our personal "hot button" issues, but our own family's wellbeing and our livelihoods strongly depend on who is elected as our next President of the United States of America. You can and should do a com-

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EVP Report

parison piece on the candidates to see who supports Letter Carrier issues and a thriving public Postal Service. Check out the latest Postal Record for the comparison piece. Again, make sure that you and your family and friends get out and vote on November 8, 2016.

E-Activist

Sign up online to become an E-Activist! It's free! Join together with tens of thousands of other letter carriers to make your voice heard! NALC will send you e-mail alerts when it's time to act on issues affecting active and retired letter carriers and the future of the Postal Service. Postal Reform legislation will likely be forthcoming during the next several months. Its contents WILL determine the future of your job.

Go to the NALC.ORG web page and look for the E-ACTIVIST link under Government Affairs. Put in your personal information along with an email address to receive alerts from our NALC Headquarters. We ask much of you, but it is only to protect the future of Letter Carriers and your families.

CCA Uniform Bank

Thanks to all who have made our CCA uniform bank a success thus far. Both active and retired carriers have donated slightly used uniforms to this uniform bank over the last few years for newly hired CCAs to come in and shop. Sometimes they are able to leave with whole uniforms. We are now coming into the colder months and the uniform bank is especially in need of fall and winter gear. We recently had letters carriers donate new uniforms still in the plastic wrapping that had never been worn. This is also very welcomed.

At the October 2016 branch membership meeting our Recording Secretary informed us that during the last two months, over 70 new CCA brothers and sisters joined Branch 2184. So again, if you have postal boots, rubbers, overcoats or any uniform gear that you can donate, please bring those items

into your office and give to your union steward. He or she will make sure your donation gets to the union hall. You can also stop in on your day off, have a cup of coffee with a branch officer and drop off the clothes yourself. If you are a retiree, you can stop in anytime at the Branch 2184 office Monday thru Friday. Our official business hours are 9:00 am to 5:00 pm, but we are often here as early as 7:00 am and as late as 7:00 pm.

70th Biennial National Convention

This year's NALC National Convention was held in Los Angeles California. There were more than 5400 delegates in attendance. One of the Workshops that I most enjoyed taking was "Building a better grievance file". NALC National Vice President Lew Drass and his staff from the CAU (Contract Administration Unit) taught the class. This class discussed how to make grievance files better by writing effective statements from individual grievants and from other witnesses.

The feedback from other delegates about the many different workshops was very positive. I am looking forward to our next National convention in July, 2018 right here in Detroit, Michigan.

-- *Walt McGregory*
Executive Vice President



November 8th, 2016

VP's Report

The Union – and YOU

Branch 2184 recently sent a delegation of 26 members to the NALC's 70th Biennial Convention in Los Angeles, California. Our convention attendees included several first-time delegates, which is always a good sign for our Branch and especially for its future corps of leaders and union activists. Your current Branch leadership places a strong emphasis on building and maintaining a well-trained and deep cadre of present and future leadership, those who will carry the union banner both in the workplace and outside of the workplace.

Union conventions are often quite incorrectly thought of by some as extended parties or junkets, much of this paid for by union dues. However, delegates from Branch 2184 that have actually attended NALC National conventions know that this is very much NOT the case. Over the years we have had very few delegates that went missing in action. Meanwhile, hundreds of Branch 2184 delegates have actively and diligently participated in the important business of our union during the daily convention sessions as well as attended countless workshops and training opportunities during the convention week.

For many if not most of our large and diverse branch membership, "the union" is a rather abstract and an often very misunderstood entity. Some of that is inevitable, especially given the large number of more recently hired city letter carriers. Nearly 40,000 former CCAs have already been converted to career status; only a small percentage of them (former TEs) even worked for the Postal Service prior to 2013. Thus it is not possible for many of our current members to know about or to appreciate the NALC and its 126-year history of tireless work on behalf of our nation's letter carriers or Branch 2184's own commitment to topflight contract enforcement and member services.

Even more problematic, though, is a widespread lack of understanding of the NALC's role in first attaining and then protecting every city letter

carrier right and benefit. This is prevalent even among many long term career letter carriers, and it is quite often combined with a tacit misunderstanding of just who and what "the union" really is. It begins with you, but it does not end there.

It's ALL About You, But It's NOT about You

NALC representatives such as your Branch 2184 officers and your station stewards (and even National level NALC officials) will sometimes hear complaints from individual members about "the union." In a few instances these are merely localized issues involving personalities and personal agendas that actually have little if anything to do with the union. We also receive complaints from a few letter carriers whose attempts to make "inside deals" with management at the expense of the Contractual rights of their coworkers have been thwarted by the union. This subject is further addressed in my response to the first "Contract Corner" question in this issue of our Branch publication.

However, complaints most commonly focus on the role and response of the NALC and its representatives to larger scale workplace issues, both those occurring on a local basis as well as those that involve the Postal Service on a National level. There are nearly 200,000 active letter carriers currently working in the United States. Every member has an equal opportunity (and in my opinion, an equal obligation) to participate in the work and the mission of the NALC. In this manner it really is ALL about you, although it is your own choice to actively participate in your union or to choose instead to sit on the sidelines and let other voices and opinions take precedence over your own.

Our National and local contracts are negotiated with the Postal Service with the sole union purpose of providing the maximum benefit to as many letter carriers as possible in any given situation. Union National conventions such as the one that took place in Los Angeles provide an opportunity to discuss these issues and to debate and then vote on pro-

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VP's Report

posed changes in a democratic manner.

Your local Branch officers and stewards are trained to consistently apply these negotiated rules and procedures without regard to their personal opinions about them or the individual members that we represent. In some workplace matters such as bidding on vacant assignments, the formulation of holiday schedules, and when making annual leave selections, the importance of craft seniority is rightfully applied. In other matters such as the assignment of overtime work, workplace seniority has no bearing whatsoever on our negotiated work rules, which are especially complex regarding this subject.

It is inevitable that in some situations an individual letter carrier will not benefit from work rules that are negotiated to provide the greatest benefit to all. In this manner it is NOT about you, but instead it is about the common good of ALL letter carriers in your work unit, your station, your city, your State, and throughout our nation. In every instance, it is still about your workplace rights, but at the same time it is ALSO about the rights of every other letter carrier that you work with. Never is it one or the other, nor should it be. The most sacred of union tenets is that "an injury to one is an injury to all." The union protects the rights of each individual member by consistently enforcing the contract for all members.

Your Voice Does Matter

Most of all, none of this in any manner diminishes your our own rights or your personal value as a member of the entire NALC bargaining unit. Additionally, if you feel that a workplace rule is unjust or has been improperly applied, you always have the right to express your concerns to your union's representatives, including Branch 2184's leadership team. Mark, Walt, and I will always make time to thoroughly discuss any member's union-related issues or concerns.

Branch 2184 has nearly 1200 active and retired members. Each member, from the newest CCA

to the most senior letter carrier and retired member has an equal voice and an equal say in the business of our Union. Active letter carrier members can choose their workplace representatives, and all members can choose their Branch officers. Each of us has an equal ownership of the Branch, its property and assets. Most of all, each member has the right to participate in the process of making choices and decisions about our future. So step up and be heard. The union begins with you. The union is also every sister and brother NALC member in this branch and throughout America. The power is yours, and we are always stronger together.

-- *Joe Golonka*
Vice President



Mark Judd (Branch 2184 President), Pat Carroll (National Business Agent) and Carl Blassingame (Mich State President) present Gold cards to 50 year members Dusty Dalton (Dearborn-Above) and John McKay (Dearborn Heights)



Working In The Dark When Customer Service Meets Safety And Common Sense

Every year letter carriers in most parts of our nation must deal with the prospect of performing delivery duties in darkness or near-darkness for several months following the end of daylight savings time. Every year this results in some unique and serious safety concerns. Every year there are seemingly inevitable angst producing clashes between supervisors and letter carriers concerning this issue, and often there are consequent grievances.

Management wants the mail delivered, even while they create customer service problems by scheduling later letter carrier starting times, often due to cutbacks in mail processing facilities. In some instances these problems are further magnified by the understaffing of letter carrier station complements.

Even more problems are created through unrealistic management expectations of letter carrier office and street performance, often based on inaccurate and incomplete computer data. In some offices problems are still further compounded by management's unwillingness to assign overtime work in the contractually prescribed manner. The result of all of this: the earth still rotates, the sun still sets, and letter carriers are still out in the street after dark. Existing delivery hazards are magnified by poor visibility in darkness, and in some areas there also is a serious threat to letter carrier safety due to potential criminal activity.

When it appears likely that delivery duties will not be completed before darkness sets in, there should never be a blanket assumption that all delivery of mail is unsafe and therefore must immediately cease. Conversely, management should not ever assume that delivery of mail is always safe under these conditions. Safety is first and foremost a matter of judgment and the application of common sense. It is of no value to debate in advance whether a specific delivery circumstance or set of circumstances is or will be unsafe, even when we have every expectation that this will indeed be the

case. Your supervisor may have a different expectation and neither is going to change the other's mind. So why quibble about it? The truth will manifest itself soon enough.

If you believe that your assigned delivery duties will take you into darkness and that safety will then be a concern, simply inform your supervisor verbally of this well in advance (in the morning if possible). Be sure to complete form 3996 as usual when you are unable to perform all assigned duties within eight hours. If a supervisor responds with an unrealistic assessment of your workload, don't argue or debate the issue. Merely respond that you will do the best that you can and reiterate that you have a safety concern about making deliveries in darkness.

Important: DO NOT inform the supervisor that you are *refusing* to work in the dark. Later, when it becomes apparent that your own assessment of your workload was correct, always call in a timely manner (well before the sun sets) to ask for instructions. Once again express your concern about delivering mail in darkness. Follow the instructions you

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Branch 2184 Web Site **www.nalc2184.org**

Retirement Publications
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

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Working in Dark

are given, even if they are to continue until all mail is delivered.

When darkness sets in, and you determine after attempting to deliver mail that continuing would be unsafe, again call and inform your supervisor of your concern. Again, follow instructions, even if they are to continue. However, if after attempting delivery one last time your judgment is that it is still unsafe to continue, then (and **ONLY** then) should you bring the remaining undelivered mail back. **Be sure that as soon as you have returned to the office, you immediately inform the supervisor of any undelivered mail. Always complete PS form 1571 (report of undelivered mail), listing the**

reason(s) for non-delivery. Give the completed form to a supervisor and obtain a duplicate copy before clocking out for the day.

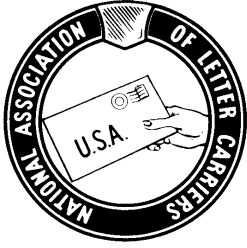
Following the above guidelines will help ensure that you are not charged with failure to follow instructions or unauthorized curtailment of mail and possibly receive disciplinary action. USPS customers have the right to expect their mail to be delivered each day. Letter carriers have the right and the duty to perform their duties in a safe manner. It all comes down to common sense and realistic planning. At the end of the work day it also comes down to integrity, and that is where letter carriers should have the advantage, every time.

-- Joe Golonka

Branch 2184 Vice President

2016 Branch 2184 MDA Canister Drive Results

Dearborn Annex	\$614.17
Westland	\$424.10
Northville	\$223.72
Canton	\$200.00
Taylor	\$163.40
Lincoln Park	\$135.82
Monroe	\$134.00
Dearborn Heights	\$125.00
Belleville	\$71.10
Ypsilanti	\$50.00
Dearborn Main	\$39.47
Trenton	\$34.00
Plymouth	\$33.00
Grosse Ile	\$10.00
Inkster	\$9.00
GRAND TOTAL:	\$2,266.78



Branch 2184

National Association of Letter Carriers

6969 Monroe

Taylor, MI 48180

Phone: (313) 295-1640

Dear Branch 2184 Members,

With this important election quickly approaching, I cannot stress enough the importance of your involvement in helping decide who becomes our next president. This race will determine the future for our union families, the Postal Service, and every American across the country.

Hillary Clinton has spent her entire life striving to better the lives of working families. From her early days expanding children's health care to advocating for a living wage and access to paid sick leave, we know that she will fight for working people. Hillary Clinton has personally committed to working with NALC to eliminate the pre-funding mandate's unsustainable budgetary pressure on the Postal Service without cutting any services.

In the Senate, she even helped prevent letter carriers from having their work contracted out by USPS to low-wage firms. She has fought against proposals to privatize Social Security or raise the retirement age and opposes bad trade deals like the Trans-Pacific Partnership. As an original co-sponsor of the Employee Free Choice Act, she fought to restore collective bargaining rights for union members and made it harder for management to threaten workers seeking to organize a union.

Simply stated, Hillary Clinton believes that unions are critical to providing good, safe paying jobs for workers so they can provide for their families. She has said that labor will always have a champion in the White House and a seat at the table if she is elected president. **Voting for Hillary Clinton this November will guarantee letter carriers will have a champion in the White House.**

Your union believes Hillary Clinton is the best choice for letter carriers – her track record says it all. She will fight to better the lives of working families across this great country. **Please, get involved this election, get your family involved, and remember to vote for Hillary Clinton on November 8th.**

In Solidarity,

Mark Judd
President
NALC Branch 2184

Kim Region 6 Report

Kentucky -- Indiana -- Michigan

NATIONAL BUSINESS AGENT'S REPORT

September 2016

Patrick C. Carroll

National Convention and Regional Awards

We return from the NALC National Convention with a renewed spirit of unionism. Most conventions provide that uplift and the LA convention was no different. We had 574 registered delegates from Region 6 and it is always a great opportunity for us to get together and network, finding that our issues are shared by our brothers and sisters throughout the country. Training classes were very informative, speakers were inspiring and the current direction of the NALC has been set.

Our region was recognized with a first place award for the best E-Activist numbers in a region of our size. This award is a tribute to all E-Activist and all branch leaders who get our members signed up in this project. We need everyone to become politically involved and E-Activist is a perfect conduit for that.

We also had four branches who won first place awards for the following projects.

MDA: **Branch 56** Grand Rapids

FOOD DRIVE: North Oakland **Branch 320** and Fort Wayne **Branch 116**

PUBLICATIONS: Honorable Mention **Branch 4374**

Congratulations to those four branches and to the entire region for all the work you do for our members and our communities.

Carrier Academies

The new and improved City Carrier Academies are a work in progress and we will have at least one academy set up in each district by September 30, 2016. The four NALC Master Facilitators have been working very hard to get these new training facilities set up for new CCA's that will be hired in the future. Those facilitators are Beki Serwach, Detroit, Scot McKale from Greater Michigan, Ron Karus from Greater Indiana and Ron Paris from Kentucky. I wanted to express my appreciation to those four members who have stepped up and taken on this huge task.

It is hoped that with the more comprehensive training and a different management philosophy of expectations and treatment that we will have a much improved retention rate of new carriers.

LMOU Training

Should we reach a settlement for a new national agreement, Local Negotiations will soon follow. The regional office will conduct training throughout the region so that branches are prepared for any at-

tempts the USPS may have at negating the provisions in our local agreements. We saw the attempts the Postal Service had in the past and we saw how they had no intention of giving CCA employees any vacation time. In any event, we will be prepared to deal with any attacks on local agreements and will also look to make improvements where possible.

NALC Veterans Group

The NALC is comprised of nearly 275,000 active and retired letter carriers with over one quarter of those military veterans. These veterans traded their military uniforms for letter carrier uniforms and they continue to serve their country and their communities. The NALC has created the NALC Veterans Group which provides information and tools specific to veteran' rights and benefits. If you are interested in joining with your brother and sister veterans, you can download a postcard from the NALC website and mail to:

NALC Veterans Group
National Association of Letter Carriers
100 Indiana Avenue NW
Washington, DC 20001

SOME INTERESTING FACTS

I thought I would throw out a little of this and a little of that just in case you were wondering.

Amazon Sunday Delivery

8,590 Zip Codes
Average Sunday 1.8 million parcels

NALC Organizing Membership

National Career 93.5% CCA 86.9%
Region 6: Career 94.1% CCA 86.2% (but we know it is actually higher)

PTF/CCA Conversions

7,000 PTF's converted to Full Time Regular
38,000 CCA's converted to career Full Time Regular
Less than 600 PTF's remain nationwide

CDRAAP

2,600 routes added across the country as a result of the joint process.

In Unionism

Patrick C. Carroll

National Business Agent

43456 Mound Road, Suite 501

Sterling Heights, MI 48314

Office: 586-997-9917 Fax: 586-997-991

Letter Carrier Political Fund Contributors

Belleville

- ✓ Gregory Bodziak
- ✓ Bruce Prevost
- ✓ Lynn Taylor (R)
- ✓ Cindy Trzeciak (R)

Dearborn Main

- ✓ James Bryan (R)
- ✓ Darryl Clay
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Patricia MacDonald
- ✓ Carol Macieczni (R)
- ✓ Ted Nowc
- ✓ Robert Panchenko
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

Dearborn Annex

- ✓ Timothy Bailey
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Mark Judd
- ✓ Thomas Klecha
- ✓ Roderick Lelental (R)
- ✓ Melvin MacDonald
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Karen Regentik (R)
- ✓ Darren Smith
- ✓ Jerry Taylor
- ✓ Cathy Tondreau (R)
- ✓ Steven White

Dearborn Heights

- ✓ Rich Alaniz (R)

- ✓ Jim Hales
- ✓ Ian Mair (R)
- James Powell (R)
- ✓ Scott Russell
- ✓ Alan Swintek
- ✓ Christopher Tostige
- ✓ Denise Viola
- ✓ James Wolstencroft

Dundee

- ✓ Jerome Mannlein (R)

Flat Rock

- ✓ Lillian Bogosian

Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Virginia McNew
- ✓ Mary Renaud
- ✓ Gloria Warthen

Inkster

- Phil Ashford
- ✓ Thad Dillard
- ✓ Scherrie Lacey
- ✓ Roy McMahan
- Calvin Simmons (R)

Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald
- ✓ Paula Hall
- ✓ Ronald Hausch (R)
- William Mason (R)
- ✓ Nicole Pace
- ✓ Karen Purvis
- ✓ David Reise
- ✓ Barbara Scaggs
- ✓ Scott Watts

Monroe

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

Northville

- ✓ Keshya Boudreaux
- ✓ Janice Mitchum
- ✓ Valerie Watkins

Plymouth

- ✓ Heather Childers
- ✓ James Crossey (R)
- ✓ Mary Farrari (R)
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce
- ✓ Kristie Nelson
- ✓ Ricky Rosales
- ✓ Robert Venning

Rockwood

- ✓ Patricia Davis (R)
- ✓ Roger Gilliam
- ✓ James Kelly (R)
- William Lowe (R)
- ✓ Frances McGuckin (R)
- ✓ Walter Modelski (R)
- ✓ Bob Parisi
- ✓ Ryan Judd
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)
- ✓ Michele Szafran
- Jeanie Youtsey

Taylor

Temperance

- ✓ Kari McLachlin

Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwenn Heffinger (R)
- ✓ Casey Pennington

Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Lori Boljesic
- ✓ Dawnyelle Coure
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
- Katrina Jones
- David Lehman (R)
- David Marshall (R)
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ Edward Sikora (R)
- ✓ Vina Stacy
- ✓ Carol Thornton

Canton

- ✓ Joe Golonka (R)
- ✓ Bonnie Price (R)
- ✓ Samantha Hales
- ✓ Calvin Winbush

Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Alan Grajczyk
- ✓ Tanisha Payne
- ✓ Larry Rowland (R)
- ✓ Randall Sano (R)
- ✓ Michael Tredway

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GIMME 5



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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 **Kathy Hayes** (Canton retired), **Sharon Roulo** (Canton), **Val Watkins** (Northville), **Dave Rowland** (Ypsilanti retired), **Lynn Taylor** (Belleville retired), **Mel MacDonald** (Dearborn Annex), **Karen Purvis** (Lincoln Park) for their donations.

Lets make our new members feel welcome.

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Contract Corner:

Q: My supervisor said that he can violate the Contract anytime he wants to as long as the letter carriers involved agree to it. Is that true?

A: No, that is certainly NOT true. The Collective Bargaining Agreement negotiated between the NALC and the Postal Service is fully binding on all parties to this agreement at all times, with no exceptions. The NALC is the legally designated exclusive bargaining agent for every city letter carrier, both career and non-career, union member and non-union member, working anywhere in the United States.

As such, no individual or group of individuals - either USPS management or letter carrier craft employees, has the authority or standing to unilaterally agree to violate or disregard any portion of the Contract under any circumstances, period. Additionally, local representatives of the union also have no individual authority to agree to (or to ignore) any management actions or inactions which violate negotiated contractual provisions.

The NALC/USPS Collective Bargaining Agreement also incorporates our Branch 2184 Local Memorandum of Understanding (LMOU) in its entirety, as well as all applicable work rules and regulations that are found in USPS Handbooks and Manuals such as the M-41 and M-39 Handbooks and the Employee and Labor Relations Manual (ELM). Finally, the NALC/USPS Collective Bargaining Agreement also incorporates all relevant provisions of applicable Federal Laws, including but not limited to The Family and Medical Leave Act (FMLA), The Federal Employees Compensation Act (FECA), The Occupational Safety and Health Act (OSHA), The National Labor Relations Act (NLRA), and the Fair Labor Standards Act (FLSA).

There are nearly 200,000 active letter carriers presently working in the United States. **There is but ONE Union-negotiated National Labor Contract which is fully binding on all parties at all times.** In summary, the supervisor's opinion is both contractually and legally unsupported. His comments ultimately amount to no more than ignorant and meaningless drivel.



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Robert Kreager

Branch 2184 Retired

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Q: I am off work because of a job-related injury and am receiving wage loss compensation from OWCP. Will this affect my USPS retirement credit?

A: No, this will NOT impact USPS retirement credit in any manner. Unfortunately, some Branch 2184 members have been badly misinformed about this subject by unknowledgeable management representatives or by ill-informed coworkers. As long as a USPS employee has an accepted OWCP claim, any periods of Leave Without Pay (LWOP) used while drawing wage loss compensation from the U.S. Department of Labor have no effect whatsoever on time accrued for retirement credit, regardless of the duration on the rolls of OWCP. These employees receive full and continuing credit toward retirement as if they were working, per the provisions of the Employee and Labor Relations Manual, section 582.41, even if the period of LWOP and concurrent receipt of OWCP wage loss compensation goes on for years.

Additionally, if a USPS employee incurs a period of LWOP because of an erroneous separation or suspension where they are subsequently restored to work (most commonly because of a grievance settlement), this time is also credited towards retirement. Finally, if a USPS employee has been granted LWOP to work fulltime for an employee organization such as the NALC, there is no loss of retirement credit for the time spent doing so.

Q: I have a T-6 (Carrier Technician) bid assignment. If one of the carriers on my T-6 swing calls in sick can I choose to do that route instead of the one I was assigned to do that day?

A: Under the circumstances described above, the answer is NO. Article 41, section 1.C.4 of the Collective Bargaining Agreement states that: *"The successful bidder shall work the duty assignment as posted. Unanticipated circumstances may require a temporary change in assignment. This same rule shall apply to Carrier Technician assignments, unless the local agreement provides otherwise."* What this means is that T-6 carriers, just like carriers with individual bid assignments, must do their own

assignments *as posted*; that is in the sequence of the non-scheduled days of the carriers that the T-6 is replacing. Additionally, the term "unanticipated circumstances" means just that – an unanticipated emergency situation and not something merely deemed as convenient for management or an individual letter carrier.

As such, and with one **very limited** exception, T-6 carriers cannot "choose" their assignment on a daily or any other basis. This limited exception is discussed in Item 22, section 4 of our Branch 2184 Local Memorandum of Understanding (LMOU), and involves an uncommon situation where **the regular carrier on the T-6's scheduled assignment has been called into work on their non-scheduled day AND there are two or more additional open routes on the T-6 string that were caused by sick calls or other unscheduled absences.** In that situation (only), the T-6 can choose which open assignment they want to move to.

Additionally, in accordance with the same LMOU provisions, when a fulltime carrier holding an individual bid assignment is called into work on their non-scheduled day, the T-6 carrier can be moved to an open route elsewhere on their T-6 string of assignments. **However, he/she can never be moved entirely off their T-6 string.** If no open routes exist elsewhere on the T-6 string, then the T-6 does their normally scheduled assignment and the carrier called in on their NS day works wherever assigned by management.

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.



Branch 2184's Delegates to the NALC's 70th Biennial Convention



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