

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

July/August 2023

President's Report

PICNIC WAS A SUCCESS

Our annual branch picnic was Sunday June 25, 2023. About 300 Branch 2184 members came out with their family and friends for the picnic. We had games for the kids, food, drinks, music, wet slides, a dunk tank and so much more for 2184 family and friends to enjoy. We had two 50/50 raffles for MDA where we raised a total of \$400.00 for MDA!

On July 15, 2023, we had a Picnic Volunteer Dinner as a show of appreciation for the volunteers that helped set up before and after the picnic, as well as helped during the picnic in some way. A special thanks to Erik Venzke and his Picnic Committee for a job well done on our picnic and volunteer dinner.

NALC ENTERING NEXT PHASE OF CONTRACT NEGOTIATIONS

Our National officers at NALC Headquarters had continued to negotiate for a new contract with our employer during the statutorily required 60-day mediation period. That period, which began with the formal expiration of the 2019-2023 agreement on May 20, expired on July 19, 2023. NALC is prepared to go to interest arbitration to try and get the best contract for letter carriers if negotiations fail with our employer.

BRANCH 2184 ELECTION NOTICE 2023

This is official notice to all members that nominations for all Branch 2184 officers, regular station stewards and convention delegates for the 2024-2026 three-year term of office will be taken at the regular membership meeting scheduled for Wednesday, October 4th, 2023, at 7:30pm. A member need not be present to be nominated.

It is the sole responsibility of any nominee for any position to obtain, complete, and return the Branch's acceptance of nomination and certification of non-supervisory status within 10 days of the close of nominations. All contested positions will result in a Branch election conducted by an election committee appointed by the President. A mail ballot will be

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Branch 2184

Western Wayne County, MI
National Association
of Letter Carriers

AFL - CIO

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Taylor, MI 48180-1815

(313) 295-1640

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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:

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

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
.....	Chanal Harrison
.....	Marwan Ghotemi (alt)
.....	Jacqueline McGregor(alt)
Dundee.....	Cathy Tondreau (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)
Monroe.....	Jacqueline McGregor (alt)
.....	Tracy Mitchell (alt)
.....	Keith Benedict (alt)
.....	Darryl Clay (alt)
Northville	Valerie Watkins
Plymouth.....	Kristie Nelson
.....	Diego Forshaw (alt)
Rockwood	Courtney Duran
.....	Tracy Mitchell (alt)
Taylor.....	Keith Benedict
.....	Victor Siemiesz
Temperance.....	Cathy Tondreau (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
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Hill (alt)

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Presidents Report

sent to the last known address of all members in good standing, with results announced at the December membership meeting. Ballots for contested steward positions will be sent only to the active members in that office.

50 YEAR GOLD CARD PRESENTATIONS

On July 3rd, 2023, Vice President Darryl Clay rode with me to do two 50 Year Gold Card presentations. The first one was to sister Robbin E. Zeitz (Monroe Retiree). The second one was sister Jeryle A. Gross (Inskter Retiree). They both were so happy to receive their Gold Cards, pins and plaques from NALC. A special thanks to Vice President Darryl Clay for making the presentations with me.

**BRANCH 2184 FACEBOOK PAGE**

As of 08/01/2023, there are 200 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 nonmembers allowed.

Enjoy the rest of your summer Branch 2184 members! Stay safe!

-- Walt McGregory
President

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

EVP's Report

KIM TRAINING

The Kentucky, Indiana, Michigan (KIM) Training will be conducted October 7-9, 2023 in Kalamazoo, MI this year. It will be held at the Radisson Hotel over the Columbus Day Holiday weekend. President Walt McGregory has selected over thirty of your Branch 2184 officers and stewards (Contract Enforcers) to go and be apart of this training that will be put on by the Region 6 NBA David Mudd and his office. Some of the classes are Article 15, 17 and 31, Joint Statement of Violence & Behavior, OWCP CA-1, Safety, II/PDI, TIAREAP, continued, OWCP CA-2 LMOU, Legislation, Retirement, Better Case File, and Organizing/Dues. We are looking forward to going and getting this training to bring back and use to help enforce our contract and defend you on the workroom floor.

TAKE YOUR BREAKS

With the Michigan summer having temperatures feeling like it's in the triple digits outside, it is so important that we as letter carriers take all the necessary breaks and comfort stops to ensure our safety. This safety starts with us first. Hydrate before, during and after work. Stay away from sodas and caffeine while delivering out on your routes. If you need to go to an air-conditioned place on or off your route to cool down, make sure you do it and notify management if you have to go off your route to seek an airconditioned place to cool down. Don't worry about what management will say, let us, your union deal with management. We want you going home safe to your loved ones the same way you came to work.

PIVOTS

Management across the country will come up to letter carriers daily alleging that a carrier has undertime on his/her route, thus, management must give the carrier a "Pivot" (capturing undertime). Remember, what counts is what your guestimate as a professional letter carrier on the route you're on daily and not management's DOIS numbers. Always request a PS 3996 when you're of the belief that you

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EVP's Report

won't finish your assignment within the time frame that management has instructed you to work. Write down the reasons you believe will cause you to be over or to support your guesstimate time you put on the PS 3996. Sometime later on in the field, call back or send a message on the scanner to update management that you won't be able to make their "Pivot" and ask for further instructions. Don't get in an argument or shouting match with management, that's what you have your steward or union officers to do on your behalf. Remain professional and do your job as safely as you can daily.

STEP AA PAY ADJUSTMENTS

Our employer has informed NALC that the pay adjustments for some PTFs whose pay was incorrectly calculated while they were at Step AA is being delayed due to "unanticipated problems." These adjustments are in accordance with national-level settlement M-01980. Affected letter carriers were recently notified by a letter from the Postal Service.

The Postal Service now states the anticipated date for these adjustments will now be the September 1, 2023 paycheck.

-- *Jacqueline McGregory*
Executive Vice President



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

The USPS and Letter Carrier Safety – Lies, Fraud and Hypocrisy

As many of you are aware, a Dallas, Texas letter carrier with 36 years of dedicated service recently died after collapsing in the heat while delivering his route. As tragic as the death of Eugene Gates is, the disgusting and inexcusable (but all too predictable) behavior of USPS management makes it even worse – much worse.

Consider the following: A month prior to his death he had received the ONLY disciplinary action of his entire 36-year career – for an alleged "stationary event." Meanwhile, even as excessive heat warnings were widespread in the area, letter carriers in Texas were receiving scanner messages from management that did *not* advise them to take precautions. Instead, the messages admonished and badgered the carriers to "Beat the Heat! No Stationary Events! Keep it moving!" Management's obsession with so-called "stationary events" is especially ironic given that their entire "job" is a stationary event that contributes nothing of value to the Postal Service.

Lest you think that such abhorrent and insensitive management behavior was just an isolated, localized example, there is this: **The postmaster of a Branch-2184 represented installation**, after being told about the death of the Dallas carrier, mockingly responded with "he probably died from going too slow." That callous and utterly disrespectful response fully epitomizes what we are really dealing with.

Do NOT, even for a second, ever believe that USPS management at any level cares the slightest bit about your personal health and wellbeing. Sure, you will hear all kinds of phony blather from district and local management about "safety," but the only time that they really care about letter carrier safety is if they can use it as an alleged excuse for disciplinary action. USPS management's indifference and even outright contempt for letter carrier safety stems from the same obsessive and numbers-driven mentality that is responsible for an abusive and antagonistic work floor environment that exists in far too many offices.

But it gets even worse. USPS management recently engaged in massive fraud and falsification of letter carrier safety training records throughout the United States, including right here in Branch 2184. Rather than giving letter carriers on the clock time for online heat safety training that was mandated by the Occupational Health and Safety Administration (OSHA) to be completed by April 1 this year, they went into employee training records and falsely indicated that the training had been completed.

Yes, they lied, blatantly and repeatedly. Of course, falsification of official records by a letter carrier would result in immediate emergency placement in off-duty status, followed by a removal action. On the other hand, falsification committed by postal management is encouraged and rewarded. They will not only lie, but they will cheat and steal from letter carriers without even a second thought. That is evidenced by the countless documented instances of wage theft committed by USPS management when falsifying, altering, and deleting letter carrier clock rings and other time records – and those as just they times that they have been caught.

YOU Own Your Work, Not Management

Since postal management outright refuses to take any responsibility for ensuring letter carrier safety, then who should? The answer to that question is looking right back at you in your mirror. Be assured that your union, the NALC will continue to aggressively enforce all Contract, Handbook, and Manual provisions that deal with safety-related matters, as well as take other actions when necessary. Ultimately though, it is up to you to perform your work – during every moment of every day – **in a manner that places your personal health and safety above ALL ELSE**, and especially making management's BS numbers.

ALWAYS remember that YOU alone ultimately determine how much time is necessary to complete all your assigned work each day. YOU alone are ultimately responsible for working in a manner where you are in control of your environment, every second of every day. YOU alone must ensure that YOUR needs always matter first, above those of your supervisor, your postmaster, and the

Postal Service itself. Also, be sure to report every instance of abusive and disrespectful management conduct involving you or any management misconduct that you witness to your steward or to the Branch 2184 office.

Whenever you are thirsty, stop and drink some water or other cool hydrating beverage. When you need to use a restroom, stop what you are doing and use one NOW, not later. If you feel overheated, dizzy, or nauseous, STOP and take a break. Always perform your work in an efficient but measured and controlled manner. Efficiency with any task is NOT attained by running and working in an out-of-control manner. Rather, it is attained by working smoothly, steadily, and with complete focus and situational awareness at all times.

You are an employee of the United States Postal Service. You do NOT work for your supervisor, your postmaster, or anyone else in USPS management. Remember that YOU are the one with a real job, and that you work only for a paycheck, to support yourself and your family. Priorities matter in the workplace, and this always starts with you. Make sure that your workplace priorities are in the right order, today, tomorrow, and every day!

-- Joe Golonka

Branch 2184 Contract Administration



Picnic pictures on pages 5 - 9 - 16

THE TRUTH IS IN THE DETAILS

There is an old saying "If a tree falls in a forest and no one is around to hear it, does it make a sound?" Correspondingly, if management tells you that your route has undertime and you must pivot but you, the carrier, do not believe that you can make this pivot in 8 hours, does the carrier truly have undertime?

Postal Management LOVES to tell carriers that "there's no mail", or so and so can do the route in this time, or "when you took the route, you agreed to the numbers", or any other number of lies. Management bases their so-called "undertime" pivots using a program called DOIS, a voodoo algebra program which has ZERO bearing on a professional Letter Carrier's workday. Letter carriers do not have numbers, period. Management has numbers. DOIS has zero impact on you unless you believe that it has some sort of power, which it does not.

Management will tell you that you must pivot if they tell you to. This is true, to a point. It's true that you must do the pivot IF you can complete it in 8 hours. Most offices won't let carriers who are done early sit around on stool time or go to get ice cream, they want to get their money's worth out of you.

If you cannot complete an "undertime" pivot in 8 hours, however, then it is no longer a pivot. It has become improperly forced overtime. In this instance, you can't spell pivot without O-T.

Let's say that management comes around in the morning and says "You're 30 minutes under, I'm giving you a pivot on Route ___". You look around, and your parcel hamper is overflowing with many large parcels outside of your hamper, or you have an EDDM 3rd bundle at your case, or heavy DPS, accountable mail items, new construction on your route, construction on your route, it's hot outside and you need extra comfort stops because of the heat, so on and so forth. There an infinite number of variables in every single day for a Letter Carrier. Just because management says you are under does not mean that you actually are.

Do you know who determines if you have undertime or not? You, the carrier, NOT management. Consider how you have to do Load Truck scans, an item which was not on your routes adjusted

time unless you've gone through the recent TI-AREAP process. There's a very good chance that your own bid assignment doesn't even have your own Route Based Information (RBI). When was the last time that the route was even adjusted? And who was it adjusted to? How can you be under on numbers which are inaccurate right out of the gate? Yet so many carriers play the fool for management and run their routes down because boss says they're under, and they don't want to be known as a "bad worker".

Self-respecting professional Letter Carriers, on the other hand, are creatures of logic and not of ego or emotion. If you do not believe that you can do this so-called "undertime" pivot, then you need to tell management as soon as you realize this. Management loves baiting carriers into arguments, because they know how to deal with that. What management does not know how to deal with is an educated, professional Letter Carrier who works every minute of every day like they are on route inspection. Do not give management the satisfaction of arguing with them. Let the system and your work do the arguing for you.

We'll start with reporting requirements. Handbook M-41 Section 134.4 states:

134.41 *It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail."*

131.42 *"Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do."*

131.43 *"Complete applicable items on PS Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street."*

131.44 *"Report on PS Form 1571 all mail undelivered - including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail."*

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If you do not believe that management's projections of undertime for your work day are correct, simply tell them this and ask for a PS 3996. Management CANNOT deny giving you a PS 3996 for any reason. If your management does, see a steward and file a grievance for your management violating Handbook M-39, Section 122.33. Submit your PS 3996 for the amount of time which you are estimating that you'll be over 8 hours with at that point in time. A PS 3996 is an estimate. Nothing more, nothing less.

Let's say that you submit your PS 3996 and management denies your overtime. No problem! Take the pivot with you and do the best that you can. Follow your office's locally established reporting time if you do not believe that you'll make it back in 8 hours. I recommend using RIMS (Regional Intelligent Mail Server) texts, as you are not required to use your phone to communicate with Postal management. Indeed, management will write carriers up for having headsets, so why on Earth would you use your personal cellphone to ever communicate with them? Give them the same consideration that they give you and stick to the RIMS texts.

Now let's say that you have sent your RIMS text and management responds and says "Keep going" but you're not on the list? Simple! Follow the instruction, see your steward, and file a grievance for the improper overtime force. Or their response is "bring the pivot back". Follow your instruction and return the pivot to your supervisor. You may want to fill out a PS 1571.

If management did not respond to your RIMS text and you can't make it back in 8 hours, then return to the office in 8 hours with the undelivered mail. You don't want to go over 8 hours without authorization, because then management will issue you a PS 1017-B for unauthorized overtime. Make management manage you. That's why they get paid the big bucks, after all. So, you return and inform your supervisor that they never addressed your RIMS text and you couldn't meet their expectations. Ask for further instructions. If they tell you to go back out, they just not only forced you over, but authorized you to do overtime as well. Management can't give you conflicting instructions like "Do it all in 8 hours, follow your orders", if you cannot make it in 8 hours. You

have followed your orders, only you couldn't make it so you are asking them for new orders. Don't let them trick you.

Always remember, management gets paid to do the thinking. Letter Carriers get paid to do the delivering. Don't do your manager's job for them and take it upon yourself to decide, let them do that. It's why they get paid the big bucks!

A few helpful cites in case management wants to get combative with you when you stand up for yourself. M-01444 states that management projection systems such as DOIS "*will not constitute the sole basis for discipline*". You can't be disciplined for failing to make their irrelevant numbers.

Handbook M-39, Section 242.332 states "*No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards.*" Spoiler alert...stationary event reports are as meaningless as DOIS, and cannot be used as the sole basis for discipline.

M-00304 is another helpful one, where it states "*There is no set pace at which a carrier must walk and no street standard for walking.*"

If there's no set pace, then there's no numbers, folks!

I'm not here to tell anyone not to pivot. Far be it from me to say that. I will, however, reiterate that just because management says that you have undertime does not necessarily mean that you do.

Management counts on you being too intimidated to learn your rights and stand up for yourself. If you want to spend the rest of your Postal career being afraid and intimidated into running your route and making every single pivot they give you, be my guest. I'm just telling you that it's ironic that management, who does nothing but sit in air conditioning all day, is telling you that you aren't working hard enough out there and should do more because "mail is light". God forbid a Letter Carrier has a nice day, ever.

-- Kris Shaw
Allen Park Carrier

Conflicting Instructions – How to Respond to Management’s Game Playing

Periodically the Branch 2184 office receives reports from our members concerning situations where letter carriers have received intentionally conflicting instructions when calling from the field or in response to the submission of PS form 3996 in the morning. Typically, these so-called “instructions” take the form of a directive (i.e., “deliver all the mail and be back in 8 hours”) that is impossible for the carrier to safely comply with, or that would require the carrier to work through their lunch, breaks, or other unnecessary and improper response. This is one of the oldest management games around, and its sole purpose is to intimidate and confuse letter carriers into working unsafely or to forego their contractual rights.

At the outset it is essential for all letter carriers to understand that it is a **requirement** to notify management of your inability to complete your duties within the time authorized, per the M-41 Handbook (City Delivery Carriers Duties and Responsibilities), section 131.4. This includes so-called “pivots” when they are assigned. Failure to do can result in disciplinary action taken for allegedly working unauthorized overtime and/or alleged “failure to follow instructions.” **Of importance, once the carrier has notified management of the need for additional time, an instruction to complete all deliveries before returning constitutes an authorization of the time necessary to do so.** Any attempt by management to claim otherwise or to complete a form 1017-B (unauthorized overtime record) should immediately be responded to with a grievance. Do NOT ever let this go unchallenged.

Supervisors have a responsibility to provide clear and reasonable instructions, but unfortunately some of them lack the willingness or perhaps the intellectual capacity to do this. Management’s failure or outright refusal to provide clear and reasonable instructions is cause by itself to initiate a grievance investigation. If this happens in the morning in response to your submission of a form 3996, immediately request your Steward to discuss the matter and attempt to proactively enlighten the misguided supervisor.

However, DO NOT EVER argue with a supervisor or become stressed out in response to management’s game playing. Always keep in mind that it is not “your” route; rather it is the Postal Service’s route. It is not your mail, either. Let management worry about it. If you have ten hours of work and management tells you to work eight hours, then so what? Simply do eight hours of conscientious and professional work while performing your duties with accuracy, situational awareness, and safety in mind at all time. ALWAYS take a full 30-minute lunch and both of your 10-minute breaks, as well as all necessary additional comfort (personal service) breaks. In other words, make management do their job. You are paid to case and deliver mail and nothing more.

“**Deliver all the mail and be back in 8”**”

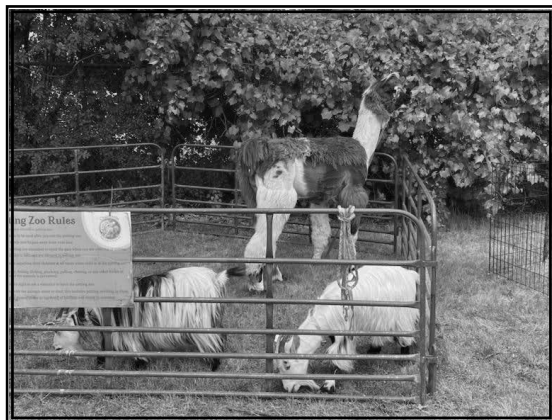
A difficult situation for a letter carrier sometimes occurs when he or she calls from the field after realizing that they will not be able to complete deliveries within the time authorized. This call should always be made in a timely manner, and not ten minutes before your eight-hour tour ends. Inform the supervisor that you will not complete your deliveries within the time previously authorized, be prepared to tell the supervisor where you are on the route, and have an estimate ready of how much you have left to do, including travel as well as time for any remaining breaks or lunch. **If the supervisor gives you an instruction to either complete your deliveries or to be back at your scheduled return time, be sure to follow that instruction.**

However, in some instances an unreasonable supervisor will attempt to intimidate you or set you up for bogus disciplinary action by responding that you must “deliver all the mail *and* be back on time,” or by stating that “you received your instructions this morning.” At this point, it is essential that you remain calm, and once again, you should NEVER argue with the supervisor. Inform the supervisor that you called because you are unable to do deliver all the mail and be back on time. If the supervisor still refuses to give you instructions that you can follow, advise them they that they have given you conflicting instructions, and that you understand that their instruction is “to be back on time.” Then return to your delivery duties and do the best that you can, being sure to return to the office by your scheduled time.

If you are returning to the office with undelivered mail, it is essential that you immediately complete a PS Form 1571, reporting the mail that you have curtailed. In the "reasons" section of the 1571, always write, "As instructed by supervisor _____." Be sure to hand the 1571 to a supervisor and obtain a copy before leaving for the day. Also be sure to request to see your Steward to discuss management's refusal to give you clear and reasonable instructions. So long as you have complied with reporting requirements, you will be okay even if management subsequently chooses to issue a phony disciplinary action in response to intentionally conflicting instructions that they gave you. A timely grievance should result in the discipline becoming nothing more than a waste of time and paper.

Management's childish game playing need not ever be a source of daily angst and frustration for overworked letter carriers. Always remain calm, cool, and professional, and let them act like petulant children. For any management game to succeed, you also must choose to play. Simply make the choice NOT to play, and your life will be better for having made that choice.

-- Joe Golonka
Branch 2184 Contract Administration





SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using your retirement ANNUITY

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

Enroll Online

1. Go to www.servicesonline.opm.gov
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

Enroll by Mail

Complete this form and send to:

NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, _____ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my *monthly* annuity payments:
 \$30 \$25 \$20 \$15 \$10 Other: \$ _____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). 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: _____

CSA: _____ Phone: _____

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.

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**

Postal Service Health Benefits (PSHB)

USPS ANNUITANTS

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for current annuitants:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 - December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **annuitant as of January 1, 2025, and not currently participating in Medicare Part B**, you ARE NOT required to enroll in Medicare Part B to continue your health insurance coverage in the new PSHB Program. Participation in Medicare Part B is voluntary; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide greater value.

Your covered spouse and eligible family members will also not be required to enroll in Medicare Part B even if they are age 65 or older; however, enrollment in Medicare Part B may reduce overall costs for health care-related expenses and may provide greater value.

Note: If you are an **annuitant as of January 1, 2025, and are already enrolled in Medicare Part B**, you ARE required to remain enrolled in Medicare Part B to continue coverage under PSHB.
5. If you are an **annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024, and have not enrolled in Medicare Part B**, you and your covered, eligible family members may be able to participate in the special enrollment period (SEP) for Medicare Part B that starts on April 1, 2024. Those who enroll during the SEP will not need to pay the late enrollment penalty. Eligibility letters will be sent to annuitants and eligible family members in early 2024.
6. If you **retire between October 31, 2024, and December 31, 2024, and are entitled to Medicare Part A (typically at age 65)**, you will have the option to enroll in Medicare Part B during a specific eight-month special enrollment period immediately following your retirement date. If you wish to enroll, you **MUST** contact the Social Security Administration (SSA) to initiate enrollment if you are over the age of 65.
7. As a general rule, spousal and family member PSHB coverage is based on the primary subscriber's eligibility. If the primary subscriber is not required to join Medicare Part B, neither will dependent family members. Likewise, if you qualify for the SEP, so will your covered family members.

Looking Ahead

Benefits can change over time. Annuitants are encouraged to review available plans each year and stay abreast of health insurance options. Additional information will be communicated in the coming months.

You can also receive information and updates by signing up for our text messaging notifications by texting "PSHBP" to **39369**.

Branch 2184 New Members

Lond Jason	Trenton
Johnson, Alexis	Trenton
Bassel Wayne	Dearborn Hgts
Sareini Ahmed	Canton
Knight-Cook Amir	Taylor
Whitley Shanecia	Dearborn Heights
Williams Lashonte	Westland
McBride Aaron	Dundee
Yantz Lori	Westland
Booker Andriel	Dearborn

*Welcome to
Branch 2184*



Annuity Estimates

HRSSC mails an individualized computer-generated report called the annuity estimate twice each year to the home address of those employees currently eligible for retirement. Employees who are within three years of retirement eligibility may request and receive individualized annuity estimates by calling HRSSC. Employees within 5 years of retirement eligibility may view and print individualized annuity estimates online at [LiteBlue](#) using the eRetire application.

Retirement Counseling

The NALC Retirement Department provides generalized monthly charts showing annuity estimates under both CSRS and FERS.

The Postal Service is required to provide individual and group retirement counseling. That obligation flows from law (the Civil Service Retirement Act and Federal Employees Retirement Act), Office of Personnel Management guidance (OPM is the federal agency that has authority to administer the CSRS and FERS), USPS Employee and Labor Relations Manual provisions and national level settlements with the NALC.

Should you encounter any difficulties obtaining individual retirement counseling from HRSSC, contact the NALC Retirement Department for assistance.

The Branch will assist you in filling out your retirement paper work at the union hall prior to your postal retirement session. (See below)

-- Leonard Zawisa
Retirees Officer

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 and will answer questions and assist in filling out your retirement papers.

It is recommended that you order your retirement 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.

Lets make our new members feel welcome.

For more information call
313-295-1640

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

Contract Corner:

Knowledge is Power. Use it! One Day Office Counts and Street Inspections

Management often will conduct a one day "office count" on a letter carrier assignment. Before doing so they are required to provide at least one day's advance notice to the carrier, per the provisions of the M-39 Handbook (Management of Delivery Services) section 141.2, which states: "Special Office Mail Counts: When management desires to determine the efficiency of a carrier in the office, a count of mail may be made. The carrier must be given one day's advance notification of this special count. Use Form 1838-C to record count and time items concerned. The carrier must be advised of the result of the office mail count." Of note, "one day's advance notice" means that notice must be provided by the previous workday. This does not mean that 24 hours advance notice is required.

The count of the mail as well as other office functions performed by the carrier must be recorded on PS Form 1838-C. **Additionally, the carrier being counted has the right upon request to verify management's count of the mail (this is a verification of the entire count, not just a spot check). Management must also discuss the results of the office count with the carrier and must also provide them with a copy of the completed Form 1838-C.** Although management has the right to conduct an office count on any carrier with the required one day's prior notice, repeated office counts on the same letter carrier should be documented as potential evidence of singling out that carrier. This is especially true if management subsequently fails to discuss the results with the carrier or to provide them with copies.

Also be aware that management is NOT required to provide advance notice prior to conducting a street inspection (form 3999) on a letter carrier route. During such an inspection a letter carrier should merely do their assignment in the exact same manner as any other day. The supervisor should not be giving instructions or interfering with the carrier's work, except to immediately intervene and correct an

unsafe delivery practice if this is observed. Finally, neither one-day office counts nor one-day street inspections can be used as the sole basis for adjusting any letter carrier assignment's office or street time, or for purposes of making a territorial adjustment (adding and/or subtracting deliveries) to that carrier's assignment.

Bereavement Leave

Per a September, 2007 Memorandum of Understanding between the NALC and USPS, **City letter carriers may use a total of up to three workdays of annual leave, sick leave or leave without pay (LWOP), to make arrangements necessitated by the death of a family member or attend the funeral of a family member. The type of leave chosen for bereavement purposes is solely the discretion of the employee.**

Authorization of leave beyond three workdays is subject to the conditions and requirements of Article 10 of the National Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable local Memorandum of Understanding provisions. Of note, CCAs are also eligible for Bereavement leave. However, because they do not earn sick leave, they may only request annual leave or leave without pay (LWOP) for bereavement purposes.

A "Family Member" is defined as a: (a) Son or daughter - a biological or adopted child, stepchild, daughter-in-law or son-in-law; (b) Spouse; (c) Parent; or (d) Sibling - brother, sister, brother-in-law or sister-in-law; or (e) Grandparent. This memorandum also applies to the parents and siblings of the employee's spouse, as well as the spouse of a child, whether biological or adopted.

For employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible. Documentation evidencing the death of the employee's family member is required only when the supervisor deems documentation desirable for the protection of the interest of the Postal Service.

The Leave Sharing Program

The Postal Service has negotiated a Leave Sharing program with its unions under which career

postal employees will be able to donate annual leave from their earned annual leave account to another career postal employee, within the same geographic area serviced by a postal district. In addition, career postal employees may donate annual leave to other family members that are career postal employees without restriction as to geographic location. Eligible family members include son or daughter, parent, and spouse as defined in Employee and Labor Relations Manual (ELM) Section 515.2.

Single donations must be of 8 or more whole hours and may not exceed half of the amount of annual leave earned each year based on the leave earnings category of the donor at the time of donation. Sick leave, unearned annual leave, and annual leave hours subject to forfeiture (leave in excess of the maximum carryover which the employee would not be permitted to use before the end of the leave year), may not be donated. Employees may not donate leave to their immediate supervisors.

To be eligible to receive donated leave, a career employee (a) must be incapacitated for available postal duties due to serious personal health conditions or pregnancy and (b) must be known or expected to miss at least 40 more hours from work than his or her own annual leave and/or sick leave balance(s), as applicable, will cover, and (c) must have his or her absence approved pursuant to standard attendance policies. Donated leave may be used to cover the 40 hours of LWOP required to be eligible for leave sharing.

For purposes other than pay and legally required payroll deductions, employees using donated leave will be subject to regulations applicable to employees in LWOP status and will not earn any type of leave while using donated leave. Donated leave may be carried over from one leave year to the next without limitation. Donated leave not actually used remains in the recipient's account (i.e., is not restored to donors). Such residual donated leave at any time may be applied against negative leave balances caused by a medical exigency. At separation, any remaining donated leave balance will be paid in a lump sum.

-- Joe Golonka
Branch 2184 Contract Administration



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- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

Contact Your Brookfield Representative!

Carl Ramsey

313-659-8827 (voice & text)



September 4th, 2023
Postal Holiday

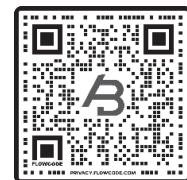


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✓ Tom Rauch (R)

✓ Bob Sedore (R)

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✓ Suzanne Stevens (R)

✓ Jeanie Youtsey

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✓ William Douglas

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✓ Felicia Davis

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✓ Cynthia Harris

✓ Katrina Jones

David Marshall

✓ Walter McGregory

✓ David Rumley

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✓ John Hite

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✓ Ramon Robinson

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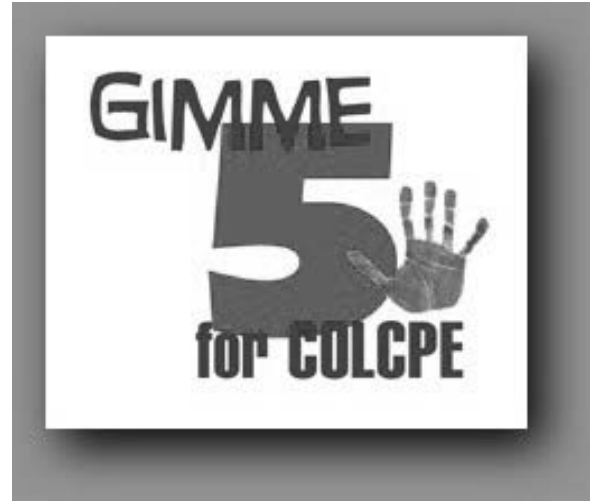
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The Weingarten Declaration

“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



Memorandum

July 12, 2023

2024 Retiree COLAs Projection: 2.6% as of July 2023

The 2024 COLAs for CSRS and FERS benefits are based on the increase in the average CPI-W between the 3rd quarter of 2022 (291.901) and the 3rd quarter of 2023 (TBA).

Based on the June 2023 CPI-W (1982-84) of 299.394, the 2024 CSRS and FERS COLAs are currently projected to be 2.6%. The 2024 retiree COLA calculation will be finalized in October 2023 with the release of the CPI-W for September 2023.

CSRS annuities receive full COLAs; COLAs for FERS annuities are payable for retirees 62 and older and may be reduced by up to one percentage point from the increase in the CPI.

2024 FECA COLA Projection: 2.9% as of July 2023

Based on the release of the June 2023 CPI-W (1982-84=100), the 2024 FECA COLA projection is 2.9%. The June 2023 CPI-W of 299.394 was 2.9% above the December 2022 base index (291.051). The 2024 FECA COLA calculation will be finalized when the December 2023 CPI-W is published during the month of January 2024.

FECA COLAs are applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date.