

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 2018

Branch 2184
Western Wayne County, MI
National Association
of Letter Carriers
AFL - CIO
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Office Hours:

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

Calendar

Branch Meetings:

June 6th, 2018
July (no meeting)
(7:30 p.m. - Union Hall)

Retirees Meetings:

June 13th, 2018
July (no meeting)
(12:30 p.m. - Union Hall)

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President's Report

EEOC Decision

In March of this year the Equal Employment Opportunity Commission (EEOC) found that the US Postal Service's National Reassessment Process (NRP) potentially subjected approximately 130,000 injured-on-duty employees to a pattern of disability discrimination, in violation of the Rehabilitation Act. The Class action complaint covers all injured on duty that were reassessed under NRP during the period of May 5, 2006 through July 1, 2011.

By now letter carriers who might be part of the Class Action should have received letters from the USPS as well as the law firm who filed the suit. The national office has advised that should you have any questions regarding your participation in this class action you should contact the class action attorney at 585 272 0540 or at their website www.nrpclassaction.com. For more information on the EEOC decision you also can go to the NALC website at www.nalc.org.

Ypsilanti Mail Count and Inspection

On April 3, the branch received written notice from the USPS Detroit District Manager of Operations that the Ypsilanti Post Office would be conducting route inspections starting April 14. The inspections would cover both zones and last two weeks. On April 12, the Branch in conjunction with the NBA's office held a route inspection class with approximately 25 letter carriers from Ypsilanti. RAA Troy Clark from the NBA's Office was present and led the Inspection class with assistance given by Branch 2184 Route inspection Officers Dave Reise and Erik Venzke. I have assigned Dave and Erik to work with the Stewards from Ypsilanti in the filing of grievances and the analyzing of the data compiled by the inspection teams. Branch Officers EVP McGregory and VP Golonka will, along with Ypsilanti Step A Designee Michele Szafran, be making periodic visits to Ypsilanti during the two week period to monitor

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Officers

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

Stewards

Belleville	Bryon Hendricks
.....	Greg Bodziak (alt)
Dearborn (Main).....	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
Dearborn (Annex).....	Melvin MacDonald
.....	Jacqueline McGregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights.....	Denise Viola
Dundee.....	Jacqueline Belman
Flat Rock.....	Lillian Bogosian
Grosse Ile.....	Christopher Biegalski
.....	Kim Bumbul (alt)
.....	Gloria Warthen (alt)
Inkster.....	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Erik Venzke
.....	Jacqueline Belman (alt)
Northville.....	Valerie Watkins
.....	Beth Bays (alt)
Plymouth.....	Tamara Bosman
.....	Diego Forshaw
.....	Kristie Nelson (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
.....	Keith Benedict
.....	Scott Horn
Temperance.....	313-295-1640
Trenton.....	Tracy Mitchell
Westland.....	Walter McGregory
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Vina Stacy (alt)
Canton.....	Ramon Robinson
.....	Tyler Haverstick
.....	Lois Fritz (alt)
Ypsilanti.....	Paul Bordine
.....	Stevi Hall
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)
.....	Danita Smith (alt)



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.

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

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President's Report

the process as well as to respond to any possible contractual violations.

Task Force Appointed

On April 12, President Trump issued an executive order creating a task force to recommend reforms to the US Postal Service as well as to review the finances of the USPS. The task force has been instructed to consult regularly with the Postmaster General and the chairperson of the postal regulatory authority. The report from the task force is due August 10, and will (according to the press release) provide a "thorough evaluation of the operations and finances of the USPS". Once the evaluation is completed, the task force will develop recommendations on both administrative and legislative reforms to the USPS. The participating members of the task force are as follows: Chair of the task force Steve Mnuchin (Secretary of the Treasury), Mick Mulvaney (Director of the Office of Management and Budget), Jeff Pon (Director of the Office of Personnel Management) and any other department or agency head the chair may designate. According to the Executive order, recommendations and viewpoints from the US Postal Service workforce and industry will be considered.

-- Mark Judd
President

EVP's Report

CCA BACK PAY UPDATE

The branch has been notified by our regional office that NALC has filed a national level grievance regarding former CCAs who have not received their back pay to date.

The branch has been contacted by multiple CCAs concerning nonpayment of back pay and we are advising all CCAs and former CCAs that if they want to file a grievance, they may do so.

If a grievance has been filed about this issue,

please hold it in abeyance at the Formal A level, or if it has already been appealed to the Step B parties, it will be held in abeyance by the step B parties. When a decision comes down, we will get the information out to the membership as soon as it becomes available.

Route Inspections

On April 12, 2018, Branch 2184 held a Route Inspection class at the branch for our Ypsilanti carriers. This class was taught by Troy Clark, Regional Administrative Assistant, from NALC Region 6, Kentucky/Indiana/Michigan.

Eric Venzke and Dave Reise, assisted RAA Troy Clark with putting on the class. President Mark Judd, EVP Walt McGregory, VP Joe Golonka, and Taylor Steward Michele Szafran also fielded questions and provided answers for the class. USPS management began "full blown" route inspections in our Ypsilanti office on 04/14/2018. Branch 2184 Officers were there each day monitoring the process for contract compliance.

I had the opportunity go out to our Ypsilanti office on 04/16/2018, the second day of the full blown Route Inspection in the Ypsilanti office, and witness the process. From what I witnessed, the training that the Ypsilanti carriers received at the Route Inspection class paid off. All looked to be going well.

Branch 2184 would like to thank all of the carriers that attended the route inspection class put on by the branch. Special thanks go out to RAA Troy Clark for coming down and putting on the class for our Ypsilanti carriers.

Safety Ambassador Program

The branch has received notice from our NALC National Union as well as from our National Business Agent's office that NALC represented letter carriers **are not to participate** in the Postal Service "Safety Ambassador" Program. Please see NALC National Vice President Lew Drass' article in the April 2018 *Postal Record* for additional informa-

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EVP Report

tion about the Union's concerns with this new program.

This does NOT mean in any way that your Branch officers do not want our regular Safety Captains to continue to serve on their Safety Committees within their installation(s). The Safety Captains as well as letter carrier members of local Safety Committees were chosen by President Judd per our Local Memorandum of Understanding. Local Safety Committees and Safety Captains are a very different thing from management's new Safety Ambassador Program. In fact, it appears that the "Safety Ambassador" program is designed at least in part to circumvent and obstruct the role of the Union pertaining to safety at the local level.

LCPF

We have been signing up more and more letter carriers for our Letter Carrier Political Fund. Jackie Belman, (Monroe Alternate Steward and Dundee Steward) has agreed to step up and take on the role as Co-LCPF Coordinator for Branch 2184. If you haven't already, please sign up and help protect your pay and benefits that are constantly under attack by politicians that would like to take them away from you and your family. See your steward or call the union hall for assistance in signing up. The job you save just may be your own.

Branch Picnic

The year is going by so fast! Just around the corner on June 24th, 2018 is our annual branch picnic that is held on the branch grounds beginning at 12:00 Noon. All branch 2184 members and their families are welcome to come out and enjoy food, games, and a whole lot of fun with fellow union brothers and sisters. I look forward to seeing you and your loved ones there.

In unionism,

-- *Walt McGregory*

Executive Vice president

VP's Report

The Hatch Act

What YOU Need to Know

The Hatch Act is a Federal Law that was passed by the United States Congress in 1939. It was named for then Senator Carl Hatch from New Mexico. The original intent was a legislative pushback by Congress against the Franklin Roosevelt Administration. The Hatch Act was based on unsubstantiated claims that federal employees were improperly using their positions to advance the agenda of the President - much like appointees of the current administration are actually doing now.

The Hatch Act was considered to be fully applicable to the old Post Office Department which at that time was a cabinet level government agency as it had been since our nation's founding years. I began my postal career in Plymouth from 1971-1981, and my then postmaster was a 1960's era political appointee. Following the Postal Reorganization Act of 1970, the newly named United States Postal Service was no longer an agency of the federal government, although some ties remained such as continued coverage by federal retirement, health benefits, and workers compensation laws.

Because of the now quasi-independent nature of the Postal Service, our union, the National Association of Letter Carriers, challenged its applicability to Postal Service employees. The legal challenge went all the way to the United States Supreme Court, which ruled against the NALC in 1973. Active USPS employees are still covered by most provisions of the Hatch Act, which has been amended several times, most recently in 1993. The 1993 amendments did relax some of the most draconian provisions of the Hatch Act, especially as it applies to political activities undertaken on a federal/postal employee's own time. Additionally, retired postal employees are free to engage in whatever partisan political activities that they choose.

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Myth, Misunderstanding, and Postal Reality

Unfortunately, there exists a widespread level of myth and misunderstanding concerning what the Hatch Act is applicable to and what it is not. For letter carriers the most important thing to always remember is a two-part phrase: **Off the Clock and Out of Uniform.** Hatch Act prohibitions expressly include using any form of social media to participate in partisan political matters while at work. This also includes a letter carrier's lunch and break times. **In general, it is a good practice to avoid using social media for any purpose while at work.**

You may not wear politically partisan clothing (at least not visible clothing), buttons or stickers while at work, nor display any politically partisan material on post office property or equipment, including postal vehicles. Of note, you can park a personal vehicle with political bumper stickers on Postal property, but may not use that vehicle for the delivery of mail or parcels.

The Hatch Act does specifically prohibit some activities even while off the clock. Most notably, federal and postal employees may not be a candidate for any partisan political office while actively employed. You may, however, run for a local office that is non-partisan in nature; that is where candidates are not nominated or elected based on political affiliation.

Additionally, federal and postal employees may not solicit funds or participate in any aspect of fundraising for partisan political office, even while off the clock. Political Action Committees such as the NALC's own Letter Carrier Political Fund (LCPF) are allowable because they do not support or represent candidates based on political affiliation. Instead the criterion for LCPF donations to Congressional candidates is solely issue based.

Contrary to widespread myth that is propagated by anti-union conservative factions, union dues money is never, under any circumstances used for direct contributions to partisan candidates for office.

That is why we have the LCPF, which is funded entirely through voluntary, non-dues monetary contributions.

Letter carriers can also personally contribute to the campaigns of partisan political candidates provided such donations are strictly their own money and are made on their own time. They can also work on behalf of partisan political candidates, but this must be done entirely off the clock and away from Postal Service facilities. Finally, letter carriers are free to express their opinions about issues and candidates verbally and in writing, while off the clock and out of uniform and absent any reference to their title or USPS position.

Political Talk on the Workroom Floor -- a Waste of Words and Time

The question is often asked – "Can I talk about politics on the post office work floor?" It will surprise many that the answer is actually a conditional "yes." To be clear, you cannot directly campaign for or against a partisan political candidate on the post office work floor; i.e. "you should vote for..." or "you should vote against..." However, the discussion of partisan political issues, many of which directly impact the economic and job security of all active and retired postal employees, is perfectly permissible. The more important question is "should you even bother?"

Political issues, including those which directly impact USPS employees, inevitably take on a partisan tone if for no other reason than the sharp ideological differences that exist between the two major political parties and their supporters. Additionally, our nation itself is currently more politically angry and ideologically divided than at any time since immediately prior to the Civil War more than a century and half ago. Moreover, a significant number of American citizens ascribe to a belief system that is devoid of reality or actual facts, a form of willful ignorance.

It is no secret that one of the major political parties is consistently supportive of a public postal

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VP's Report

service as well as consistently supportive of federal employee unions and the Labor Movement in general. The other major political party makes no secret of its utter contempt for a public postal service, contempt for federal employees and their unions (and for all unions), as well as contempt for your work and the very livelihood of you and your family. As such, work floor discussion of politics and political matters typically and often very quickly becomes acrimonious and even heated in nature, creating an unpleasant work environment for all.

Has workplace political discussion ever changed anyone's mind about an issue? The answer is very likely "no." Is workplace political discussion personally annoying to your coworkers? The answer is far too often "yes." So again, why bother? Leave it alone at work and save it for when you are off the clock and out of uniform. Want to talk it over while enjoying a beer or two after work? Go for it, but make sure that you have changed out of your letter carrier uniform first.

As we approach what will undoubtedly be an extremely contentious midterm election on November 6 this year, let's make our first workplace priority consideration for each other. There will be plenty of time for politics and all that goes with it during the months to come. We are first and foremost Union Brothers and Sisters, regardless of our personal opinions about anyone or anything. Let's prioritize that, focusing instead on our common workplace issues and responsibilities. The coming months will be filled with partisan politics at its most ugly. Please make every effort to make the workplace a safe haven from all of the political noise to come.

-- Joe Golonka
Vice President



Your Work Matters!... But Not To Them

Like many of you a few months back I got a letter from Jacqueline Krage Strako, the Vice President of Operations for the Great Lakes Area, that talked about how our work matters and how there are two different customers we service each day the external and the internal. And, like I'm sure many of you, I laughed at the letter and promptly threw it away. It seemed like the type of letter upper management sends out before asking us to participate in the Postal Pulse survey, so that when the survey asks "Do you feel that your work matters?" we are more likely to answer yes since that very letter tells us 7 times in bold print that our work does indeed matter.

The letter also informed us that our supervisor will be holding a discussion in the coming days aimed at talking about what success in our office looks like. That letter, and any forthcoming discussions, was an obvious management ploy to make it seem like they care about the work that we do, while still badgering us carriers about how we are terrible workers. Of note, in my office we have not had the discussion that Ms. Strako referenced so either my management thinks we are not successful or, more likely, my management does not care about our feelings as long as the mail gets delivered. It's all lip service since they want the results of the postal pulse survey to indicate that they are working on making the working environment better while actually doing nothing about the problems that many of us face. Instead of getting rid of the bad management they want to have their terrible supervisors, through gritted teeth and fake smiles, highlight what a good job we do saving their ass's day in and day out. Without us carriers doing our job, working insane hours, the post office would fail.

In this ridiculous letter Ms Strako asks us "How do you contribute to the success of the Postal Service?" This question got me thinking while on my

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route, besides delivering the mail to the correct houses and ensuring the needs of my customers are met, how am I personally tending to the success of the Postal Service and how am I making the Postal Service a better place to work? I do two things; pay my union dues and contribute to the Letter Carrier Political Fund (LCPF). I pay my union dues and I contribute to LCPF every paycheck to ensure that the postal service is successful. By paying my union dues I am making sure that the environment in which I work is one where management cannot act out of line without getting checked. My union dues is how I make sure that no matter what day it is, or even what time it is, I will always have representation available to me; whether that representation is in my office or at the union hall, those dues make sure that I am protected. They also makes it so that our national union can bargain with the post office for better benefits and work rules so that I can live comfortably and not have to be nervous every time my postmaster approaches me.

I even go a step further by contributing to the Letter Carrier Political Fund which meets with politicians to discuss legislation that affects the post office and letter carriers. The Postal Service is our employer, we need to ensure its viability so that we can keep our jobs. In President Trump's new budget proposal he wants to cut door-to-door delivery, get rid of Saturday delivery, cut retirement benefits, and make it so that you have to pay more for health and life insurance. He wants to take away most of the benefits that we work for and my contribution to the Letter Carrier Political Fund will at least help get our message to the law makers that have to vote on this budget and hopefully they get rid of these proposals. Ms. Strako is correct about one thing "You are part of a nearly 250 year old tradition and each day you continue to move that tradition forward!" We are part of the tradition of mail delivery but it has also become a tradition for law makers to try to get rid of our benefits and destroy the Postal Service, it is up to each of us to protect our jobs and sitting around saying that politics don't matter to you is not applicable

anymore. It's time to act!

Have fun, Stay Safe, and make good choices

-- Jackie Belman

Alternate Steward, Monroe



PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners



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"

Branch 2184 Web Site

www.nalc2184.org

Retirement Information
CSRS & FERS Annuity Payments
OWCP Information
Branch Calendar
"FMLA" forms
Carrier Pay Chart
Online Forms 3971, 3996, 3189
CCA Information
2184 Memo of Understanding
National Agreement

Steward Resources:

Grievance Forms
Grievance Guidelines
Grievance Issue Statements
Defenses to Discipline
JCAM, MRS, M-39, M-41



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Contact Your Brookfield Representative!

Robert Kreager

Branch 2184 Retired

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

Branch 2184 2018 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 2018.**

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 24, 2018**



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.serviceline.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:
 \$25 \$20 \$15 \$10 \$5 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 or Social Security Number: _____ 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. The guideline amounts listed above 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.



SIGN ME UP!

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

Through a monthly **Electronic Fund Transfer**, NALC members can contribute directly from their bank account to the Letter Carrier Political Fund (NALC's PAC). On the 1st of every month, the Political Fund will automatically (and without a fee) deduct from your bank account the amount you choose to contribute.

Electronic Fund Transfer Authorization

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

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

\$25 \$20 \$15 \$10 \$5 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): _____

Social Security Number: _____ OR Postal Record number: _____

Address: _____

City: _____ State: _____ Zip Code: _____

ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

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

Your Postal Record Number (circled):

***** AUTO** 5- DIGIT 54321
XXXXXXXX89 LC 9876 W 13 08
 Letter Carrier
 1234 Main Street
 Anywhere, US 54321-9999

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The guideline amounts listed above 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, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year.

Staple your voided check here

Retiree's Report

After reading the last issue of the Postal Record I found that many carriers that are signed up for the Letter Carrier Political Fund (PCPF) while they are still working fail to continue contributions into retirement. This may be because when they retire automatic payroll deductions stop. To continue a sign up form authorizing deductions from annuity payments must be filled out.

Politicians are trying to take away benefits from both active and retired letter carriers. The Letter Carrier Political Fund is one way we can try to stop them by supporting letter carrier-friendly candidates.

In addition to automatic annuity deductions carriers can arrange for automatic deductions from a bank account, NALC members can make one time contributions by writing a check to the Letter Carrier Political Fund.

To sign up use the form for retirees on page 10 of this issue of SPEAKS. If you need more information or assistance on how to sign up you can call or stop by the Branch.

-- Leonard Zawisa
Retirees Officer



Mothers Day
May 13th 2018

With Love

Contract Corner:

Q: Some customers on my route do not want ad mail such as the Red Plums or similar mailings delivered to them. Can I just skip these addresses and just deliver the ads to those that want them?

A: in a word, **NO!** An individual letter carrier has no authority whatsoever to ever withhold **ANY** deliverable mail for any address, even if a customer allegedly claims that they don't want it. The provisions of Handbook M-41, City Carrier Delivery Duties and Responsibilities, section 131.33, state that "Unless otherwise instructed by a unit manager, deliver all mail distributed to your route." It is a false and very dangerous (to your job) belief that a letter carrier can arbitrarily determine **under any circumstances** whether some postal customers can or should receive certain mail. Similarly, even if the only mail for a specific customer address on a given day is an ad mailing, a letter carrier cannot skip that address to save time, unless they have been specifically authorized in advance by management to curtail delivery of the ads.

Related to this issue is the obligation to **hold ALL mail, including all ad mailings**, when a customer has completed a request to do so for a temporary period. It is not a letter carrier's job to personally determine whether such mail will be of interest or value to a customer after they return. All letter carriers should be very clearly aware that the improper disposition of any deliverable mail can and likely will lead to very serious disciplinary action. Additionally, do **NOT** rely on improper local policies or information from your supervisor concerning the disposition of undeliverable mail. Instead, be sure that you understand and utilize the specific procedures found in the M-41 Handbook, sections 241 through 243.

In summary, this is quite straightforward: Outside of documented safety hazards such as loose dogs or other temporary hazards that could obstruct delivery, all mail in a letter carrier's possession that is deliverable as addressed must be delivered, with

NO exceptions. Any mail that cannot be delivered because of safety hazards or for other reasons also requires the completion of PS Form 1571 upon return to the office that day. Additionally, ALL mail for a customer that has completed a "Hold" notice must be held – including ad mailings. A letter carrier's core job each day is to deliver all mail that can properly be delivered to every address on their assignment, and to hold all mail when this has been requested by a customer. Once this is done, the mail is no longer our concern and the customer can do whatever they want with it.

Q: I have some business deliveries where I take the mail inside. I was told that we did not have to lock our postal vehicles if we were only going to be away for a minute or less. Is that correct?

A: No, that is definitely NOT correct, and you were seriously misinformed. The M-41 Handbook (City Carriers Duties and Responsibilities), section 822.f reads as follows: "Lock the doors if you will be out of direct sight of the vehicle." Additionally, USPS Handbook EL-814 (Postal Employees Guide to Safety) section 10.3.D states that "All vehicle doors must be secured when the vehicle is left unattended and out of the driver's immediate sight." In most instances entering a building means that the postal vehicle would be out of the driver's immediate sight or at the least would no longer be immediately accessible.

Those rules are clear and are necessary to ensure the security of the postal vehicle and its contents. In fact, all letter carriers should make it a personal practice to lock their postal vehicle **even when it remains in sight** if they are unable to return to the vehicle within a few seconds, which is all it takes for a theft to occur. When in doubt, always come down on the side of safety and the security of the mail.

Additionally, ALWAYS be sure to turn the postal vehicle ignition off before leaving the driver's seat for any reason, even if for just a few seconds, for example when doing any kind of dismount delivery or when retrieving mail or parcels from the back of

the vehicle. NEVER leave the vehicle running for any reason if your posterior is not in contact with the seat. Postal vehicles are notorious for slipping out of gear, potentially resulting in a very serious rollaway/runaway accident.

Q: Do Letter Carriers get additional 10-minute breaks when working overtime?

A: No. There is a long-existing myth that letter carrier work beyond eight hours in a day results in additional contractually mandated break time. However, this is not the case. Letter carriers do receive two paid 10-minute breaks during the course of an eight-hour day in accordance with the M-39 Handbook section 242.341.

In Branch 2184-represented stations, both of these breaks are taken during the street time portion of the letter carrier work day, at times and locations that are determined solely by the carrier. The breaks cannot be combined with each other or with lunch, but otherwise can be taken at any time during the street portion of a letter carrier's workday. Letter carriers holding individual bid assignments as well as T-6 carriers should list the approximate locations of their breaks on Form 1564-A, Delivery Instructions, which should be in the route book for each assignment.

Although letter carriers working overtime do not receive additional paid 10-minute breaks, break time necessary to attend to personal needs can be and should be taken whenever this is needed throughout the work day, including while in an overtime status. There is no contractual limitation on the number of breaks necessary for personal needs; this should be whatever is reasonable and appropriate for each individual letter carrier. When you have to go, you have to go. It is never in the best interests of your health and safety to "hold it" for any reason.

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MENTION YOU SAW THEM
IN OUR NEWSLETTER.**

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Protect your job "Give to the Letter Carrier Political Fund today!"
Call 313-295-1640

- ✓ Check mark indicates you are signed up for automatic contributions.
- R - Indicates retired members.

GIMME 5

Attend Your Branch Meetings

Branch Meetings

1st Wednesday of the month
7:30 pm @ Union Hall

Retirees Meetings

2nd Wednesday of the month
12:30 pm @ Union Hall

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 **Sue Hall** (Flat Rock Retired), **Peter Rea** (Dearborn Main Retired), **Al Gillespie** (Westland), **JoAnn Mainella** (Westland Retired) and **Edie Tertzakian** (Westland) for their donations.

Lets make our new members feel welcome.

For more information call
313-295-1640

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"Family Owned and Operated"

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HOURS	
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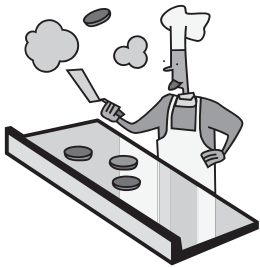
Annual Branch Picnic

Sunday, June 24th

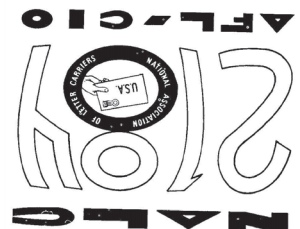
On Sunday, June 24, 2018, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families.

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

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



**Circle Sunday, June 24th on
your calendars and make
plans to attend!**



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