

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2016

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Western Wayne County, MI
National Association
of Letter Carriers
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Office Hours:

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

Calendar

Branch Meetings:

January 4th, 2017
February 1st, 2017
(7:30 p.m. - Union Hall)

Retirees Meetings:

January 11th, 2017
February 8th, 2017
(12:30 p.m. - Union Hall)

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President's Report News from the National Office

On December 2, NALC National President Rolando appointed Director of City Delivery Brian Renfroe as Executive Vice President, filling the spot formerly held by Tim O'Malley who retired earlier this year at the national convention. Region 1 National Business Agent Chris Jackson has been appointed to be the new Director of City Delivery effective January 2, 2017. Congratulations to Brothers Renfroe and Jackson on their appointments!

Contract talks between the NALC and the U.S. Postal Service are ongoing with both sides at the bargaining table trying to hammer out a new collective bargaining agreement. Remember until a new agreement is reached the terms and conditions of the 2011 - 2016 contract remain in effect. For the latest news and updates regarding contract negotiations go to nalc.org or download the new NALC Member App. at nalc.org/app.

50-Year Member Honored

After the publication of our last newsletter it came to our attention that we inadvertently left off the list the name of a 50-year member. It seems the list that we were provided from the national office and from the old Monroe Branch were incomplete. After some digging and calls to the national office I would like to set the record straight and apologize for the mix-up. Congratulations do indeed go out to 50-year member Donald Rothman (Monroe). On behalf of your Union Brothers and Sisters, I would like to congratulate you for your many years of loyal and dedicated service to the National Association of Letter Carriers and to our Branch, and for attaining this significant milestone in your Union membership.

Happy Holidays!

On behalf of the Officers and Stewards here at Branch 2184 I wish you and your families the happiest of holidays and a safe, healthy and prosperous New Year!

-- *Mark Judd*
President

Officers

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



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

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

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

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

Stewards

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

Address Correction Requested

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

Call 313-295-1640

EVP's Report

Penalty Overtime Exclusion Dates

As referenced in Article 8, Sections 4 and 5 of the National Agreement between NALC and USPS, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks.

This year, the December Penalty Overtime Exclusion period began on Pay Period 25-16, Week 2 (December 3) and it ends Pay Period 01-17, Week 1 (December 30). This means that management has to work auxiliary assistance (OTDL carriers and CCAs) up to 12 hours before requiring a NON-OTDL carrier to work any OVERTIME, whether it is on their own assignment or off assignment. Stewards, please monitor this.

2017 Vacation Selections

By now, all of our Branch 2184 represented offices should have started their vacation selection picks for the 2017 annual leave program (February 2017 – January 2018).

It has been reported by some of our offices that management is again not counting the CCAs as part of the "Authorized Compliment or current Seniority List/On the Rolls" per the negotiated language of our Local Memorandum of Understanding (LMOU). If this has happened in your office, a branch grievance should be initiated immediately. Contact us at the Branch 2184 office for assistance. A grievance template has been developed for all stewards/contract enforcers to assist in this matter. Please check your boxes at the union office.

T-6 Bumping

In a least one of our offices, the situation arose where a T-6 came into work and at least three of their assignments were vacant because of call offs or vacations. Some of the carriers and management in this office thought since there were three open/vacant assignments on the T-6 string, that the T-6 had his/her choice of assignments for that day. However, this position is **WRONG**, as has been dis-

cussed countless times in the past at steward meetings and also written about in multiple previous issues of "Branch 2184 Speaks."

Absent an NS day carrier coming in to work on his/her assignment (the **TRIGGERING EVENT**), and thus moving/bumping the T-6, the T-6 otherwise does **NOT** ever move, period. If the NS day carrier is called in **AND** there are two or more assignments open on the T-6 string, then and only then does the T-6 have his/her choice of assignments to do on that day. Again, if no NS day carrier is coming in to move the T-6, then there is no choice of assignment for the T-6 and they do the assignment that they are scheduled to do on the string that day, period!

On behalf of all of the stewards and officers of Branch 2184, Happy Holidays!

In Unionism,

-- *Walt McGregory*

Executive Vice President

VP's Report

Common Mistakes When Injured On the Job – and How to Avoid Them (Part 1)

The Federal Employees Compensation Act (FECA) is a Federal law which deals with on the job injuries and job-related medical conditions incurred by all non-military Federal as well as all career and non-career Postal Service employees. The FECA is administered by the U.S. Department of Labor's Office of Workers Compensation Programs (OWCP). This law covers approximately 3.3 million Federal and Postal workers including approximately 620,000 USPS employees. It is likely not a surprise to anyone familiar with letter carrier work that far more Postal Service city letter carriers are injured on the job than the employees in any other sector of the Federal/Postal workforce. Letter carriers perform some of the most physically demanding and hazardous work of any existing occupation

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(Continued from page 3)

VP Report

Moreover, the actual number of city letter carrier injuries is actually much higher than those numbers indicate. This is because of the large number of injuries that go unreported because of fear, intimidation, and lack of knowledge. Additionally, many (but not all) delivery supervisors and even many higher level management personnel are remarkably ignorant to the point of outright incompetence when it comes to knowing and applying the proper procedures for responding to an employee's on the job injury. After several decades of assisting Branch 2184 members with injury compensation-related issues, I will unequivocally state that the overall level of USPS management cluelessness and malfeasance regarding letter carrier on the job injuries is currently at its worst point ever, at least in most of our Branch 2184-represented stations.

However, despite these obstacles, any letter carrier with the advance knowledge of what to do (and what NOT to do) can and will always have a successful outcome after an injury occurs. This is the first of a series of articles that will break this process down, step by step.

Reporting the Injury – What to do and What NOT to do

First and most importantly, immediately report the injury by notifying management. Delays in reporting an on the job injury can and often will lead to problems. **Very important: NEVER delay reporting an injury because of the fear of management retaliation, including the potential issuance of bogus disciplinary action.** Your Union can and will effectively respond to any management misconduct that occurs in response to an employee injury, including phony and retaliatory disciplinary actions that will be overturned through the grievance procedure. Additionally, the FECA provides legal sanctions and penalties for the obstruction, delay, or refusal by any employer representative to provide forms or to timely process on the job injury claims. Such obstruction has occurred in several Branch

2184-represented installations, and it should be reported immediately to your steward and/or the Branch 2184 office.

Second, and even more importantly, immediately request and complete OWCP form CA-1, (Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation). If medical evaluation or treatment is desired, also immediately request OWCP form CA-16 (Authorization for Examination and/or Treatment) to take with you to your chosen medical provider. Be aware that you can choose to be treated by ANY physician that is available and that is willing to work with an injury compensation claim made under the provisions of the FECA. If your chosen physician is not immediately available, management can send you to one of their contract clinics **for evaluation only**. This does NOT constitute your choice of physician made under FECA rules. There will be much more about medical care and related issues in the next article of this series.

Regarding the completion of form CA-1, **this form MUST be provided to you immediately upon your request. Do NOT allow management to delay providing this form for any reason.** Be aware that completion of a CA-1 is the ONLY way that any injury can be officially reported and the rights and benefits of the FECA can be provided to you. Additionally, be sure to check box "A" on line 15 of the CA-1, so that you will be eligible for Continuation of Pay (COP) if the injury results in a period of disability from work. The required payment of COP is very common subject of management abuse and mishandling. This is often deliberate, but sometimes this also occurs because simply of management incompetence involving proper pay codes and related matters. Be aware that nothing within the FECA or OWCP's regulations for administering the FECA allows for the delay of the payment of COP pending some internal agency "approval."

Also be sure that management signs and dates the receipt attached to the CA-1 and gives it to you. This receipt is your evidence that you have officially reported the injury to the employ-

ing agency. Insist that it is provided to you at the time you submit the CA-1 form to management. Notify your steward or the Branch 2184 office immediately if management delays or refuses to complete this receipt and give it to you. **Finally, in ALL instances notify the UNION of your injury ASAP – your steward and/or the Branch 2184 office.** In this manner we can immediately begin monitoring management's actions or inactions pertaining to your injury, as well as provide assistance and guidance from the very start of the process.

Management's "Statement" Scam

A very common management tactic following the report of an injury by a letter carrier is to immediately give the carrier a blank piece of paper with instructions to write a statement about what happened. Unfortunately, many letter carriers have been fooled into thinking that this "statement" is all that is necessary to report an injury. **In fact, such statements by themselves are completely worthless as evidence of a reported injury. The ONLY official and accepted manner of reporting a job-related traumatic injury is the completion of OWCP Form CA-1. Again, failure to complete and submit a CA-1 will disqualify an injured employee from receiving ANY benefits under the FECA.**

USPS management is only too happy for an injured letter carrier to forego completing a CA-1. In this manner they can "hide" the injury from official reports, as well as shift the cost of continuing medical care as well as any time lost from work from the Postal Service to the injured employee. However, that is not the only insidious aspect of management's "statement" scam.

Be aware that here is NOTHING contained within OWCP's rules for injured Federal/Postal employees OR within the Postal Service's own regulations for employee injuries that requires any sort of separate employee "statement" as a condition of reporting an injury. Instead, everything that OWCP as well as the employing agency needs to know about what happened should be provided with the information requested in box #13 (Cause of Injury) on

OWCP Form CA-1. It is there that the injured employee should describe exactly what happened, i.e. "I was walking up to the mailbox at 12345 Bad Dog Street when a dog came up from behind me and bit my lower left leg" or "I was stepping down from the porch on 98765 Hazard Street when a board cracked, causing my right ankle to twist and causing me to fall on my right side."

Also be aware that if OWCP wants any additional factual or medical information regarding your injury claim, they will contact you directly. OWCP has sole authority for the adjudication of any Federal/Postal employee injury claim, which brings us to the other devious reason that management requests employee "statements" for reported on the job injuries. Management is hoping that the employee will write something that they can later twist in some manner that can be used in an attempt to discredit the injured employee. **However, this can be avoided simply by writing word for word EXACTLY what you wrote in Box #13 of the CA-1 Form – no more and no less.** Additionally, if management wants to further interrogate you or bring you in to "investigate" the injury, you should immediately invoke your Weingarten Rights and do not participate in the discussion until a union representative is provided.

Important: Do not disregard an instruction to provide a separate statement; this could lead to disciplinary action for failure to follow instructions. Instead, merely follow the advice provided above and write exactly the same thing that you wrote in Box #13 of your CA-1 – no more and no less.

The next article in this series will deal with what to do and what not to do when obtaining medical evaluation and treatment for an on the job injury, as well as issues involving claims adjudication, dealing with OWCP, and limited duty job offers from the Postal Service.

-- Joe Golonka
Vice President

Kim Region 6 Report

Kentucky -- Indiana -- Michigan

NATIONAL BUSINESS AGENT'S REPORT

December 2016

Patrick C. Carroll

New President in the White House??

The country has just concluded one of the most despicable Presidential campaigns that anyone has ever seen filled with mudslinging and personal attacks on a daily basis. It certainly demonstrated the ugliness of politics. But now we are saddled with a President elect that is dangerous to the American labor movement. Don't be fooled by the Carrier company deal in Indianapolis because there will be great fallout from that and not all the Carrier company jobs are staying in this country.

The fact is Donald Trump is no friend of letter carriers or the American labor movement. Time will demonstrate that fact and now we need to see how his policies will have an effect on our negotiation process for a new collective bargaining agreement. We will now have an even tougher fight with a Republican President, House and Senate to contend with. I would urge all members to keep a close eye on how this unfolds. I guess you can insult and denigrate women, insult your own party, insult the media, insult foreign leaders, insult racial and ethnic groups, say you can shoot someone and still be elected to the President of the United States. Oh did I mention you don't have to pay taxes for 19 years either? The country is divided by a deep gorge of political indifference and apathy. We cannot let that division enter the ranks of letter carriers.

Another Carrier Performance Tool

Once again the USPS will set an attack on letter carriers and how we work each day. Whether you call it the Performance Enhancement Tool (PET), Office Efficiency Tool (OET), Demonstrated Performance Tool (DPT), it is all the same pig with just a different colored lipstick.

I would suggest everyone read the Contract Talk article in the November Postal Record age 37-38). On those two pages are several contractual citations and grievance settlements that outline the letter carriers responsibilities as well as protections for carriers against managers who misuse some of these methods of setting unrealistic and inaccurate expectations.

In 1979, the settlement (M-00394) regarding DUVRS was established. In 2001 a national level settlement (M-01444) clarified that projection systems cannot be used as a sole basis for discipline. In 2007 the DOIS settlement (M-01664) protected carriers once again against taking corrective action for not meeting projected office and street times. Finally in 2011 (M-01769) which originated in Region 6 from Indiana once again protected carriers from discipline for not meeting management expectations. We have successfully used the Greater Indiana decision in arbitration awards with the issue of its use and violating the Joint Statement on Violence and Behavior in the Workplace. So here we are again in 2016 with different dresses and makeup on the same pig. Don't be fooled or intimidated.

As long as you are doing your best and not involved in time wasting practices, management will not be able to successfully discipline you. Be assured NALC stewards are well versed in how to deal with those situations should the USPS try to issue discipline.

Don't be intimidated because there are many protections in our arsenal and you become familiar with page 37-38 of the November Postal Record.

Carriers must get into the mindset that when Management makes their daily expectation/harassment rounds to say, "I'm doing the best that I can" and then smile. Remember arguing with them is like wrestling with a greased pig, even if the pig is wearing lipstick!!!

Our Toughest Time of the Year

The month of December and the Christmas volume of parcels are overwhelming and to follow what was written about performance and expectations, handling, loading and delivery of mountains of parcels is extremely difficult work. Vehicles are not set for such volumes, staffing is limited and management gets paid very well to manage but they always seem to have trouble at this time of the year with such late delivery and delivery in the dark. (You know Christmas comes every year about this time-you would think they have a better plan worked out by now).

I guess that is expecting too much. Maybe Management could develop an "expectation tool" for themselves to see if they are achieving such projections.

All that said, please take the time to work safely. It appears there will be a lot of working in the dark which complicates safety and efficiency. Don't let efficiency take priority over your safety.

A Christmas Wish

After the rush is over, it will be time for everyone to take a breath and enjoy the spirit and tradition of the Christmas season. Hopefully we won't have to work too many CCA's for that last minute parcel delivery on Christmas day. I hope that everyone has a great Christmas with family and friends and remember that as members of the NALC, we are all in this together. Please have a safe and blessed Christmas and enjoy your day with those special to you.

In Unionism,

Patrick C. Carroll

National Business Agent

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Branch 2184 Web Site

www.nalc2184.org

Retirement Publications

OWCP Information

Branch Calendar

"FMLA" forms

Carrier Pay Chart

Online Forms 3971, 3996, 3189

Protect your job "Give to the Letter Carrier
Political Fund today!"

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GIMME 5



Branch 2184 Scholarship THANK YOU'S

Branch 2184,

I want to thank you guys so much for the scholarship you've given me. I appreciate it so much because I needed the extra help with paying for my school's tuition. This scholarship has had a big impact on what I've had to pay at Oakland University. These days, tuitions are high and can be a main reason why a student doesn't complete their college career. With your help, my balance is closer to zero. I believe that you are doing a great thing and making a big difference in college students' lives, because you've definitely made one in mine.

Sincerely,

Johnae' Williams (Daughter of Robin Douglas - Westland)

Dear NALC Branch 2184,

I would just like to say thank for the scholarship money that you have given to me. This will be extremely helpful for my career that I have been studying for the past few years. It will be guaranteed that every dollar that was receive by this branch will be put to good use. Not only will that but this give me the inspiration to give more for people who are in need. I don't have any regrets now, except not being able to attend all of the union meetings. The meetings that I went to were thoughtful and helpful toward the people you continue to serve and growing up with a father and grandfather who served in these unions I respect what you guys do. I hope you and many other unions around this country will continue to grow for the next decades ahead.

Sincerely,

Brandon Watts (Son of Scott Watts - Lincoln Park)

NALC Branch 2184,

I am writing to thank you for your generous \$500 scholarship. I am very happy and appreciative to have been selected for this award both this year

and last. It definitely has eased my financial burden and allows me more time to focus on my studies.

I am currently a sophomore at the University of Toledo enrolled in the Pre-Pharmacy program. I hope that I am able to become a Pharmacist so that I can help to give back to the community. Thank you for helping me in achieving my goal.

Thank you again for your generosity and support. I promise I will work very hard and strive to give back to others.

Sincerely,

Julia Keister (daughter of David Keister Jr - Monroe)

Branch 2184 Executive Board

Thank you so much for having a scholarship to help us college students and for giving me the opportunity to accept such a great offer. I am completing my first year of nursing school at Henry Ford and due to the program being so time consuming working is difficult. This scholarship will help me afford my books for this semester and help me to pay tuition for the upcoming semester. After Henry Ford I will graduate with my RN and continue on to my BSN at Eastern Michigan University.

Thank you for helping this nursing student achieve her dreams of helping people

Sincerely,

Karah Szafran (Daughter of Michele Szafran - Taylor)



NALC Convention Reports

Convention Summary

During the NALC convention in Los Angeles one of the classes I took was on communicating our message. One of the main points was to get the correct information out to customers. Some of the stories that customers hear about the Post Office are misinformed or misleading. If we don't respond, people will make up their own assumptions but what they need is all the facts. What message do we want people to know?

1. We are self-funded; the tax payers do not pay taxes for the USPS. The USPS is a nonprofit organization and we get our revenue from selling stamps, services, and other products.
2. We have the largest infrastructure in the United States.
3. We don't care who you are or how much money you make, put a stamp on it and we'll send your product out.
4. People think that bulk mail is junk mail and it's a waste of time, money, and paper. The tree that was chopped down for the paper created other jobs such as lumberjacks, factory workers, and advertising jobs.
5. The Postal service is critical for small businesses to get their message out or their packages picked up or delivered.

Lastly, Postal workers are there watching, listening, and using our other senses to monitor the surrounding area. We are the eyes and ears, we notice when something is wrong. Maybe it's a dog out by itself or if someone doesn't greet you when they normally do. We also see safety hazards, for example a house on fire, someone breaking into a home, or vehicle accidents. We want to put out positive information for the public. Journalists don't often get out to the street to find out the hard facts. They just do not have enough time to really research the facts, so they write it up and move on to the next story. Communication is being lost because of technology and social media. People are quick to post

negative comments about USPS or their carriers on social media. And other people uncritically take that false comment as fact. We need to do our part in getting the facts out there by setting a good example.

Another seminar I went to was City Delivery. One topic was Sunday deliveries. This service will continue to grow as other business start shipping as often as Amazon does. Same day delivery improves customer's satisfaction. This is done by carriers who go to Walmart and pick up packages then deliver them that same day. USPS is near perfect on delivering Amazon packages.

Another topic was helpful equipment and tools. The MDD scanners are making our job easier and safer. The turn by turn navigation helps carriers deliver quickly and safely when they are unfamiliar with the area. SPM scanning of letters gives us additional duties which will add to the union's case when we go to the table for our contract. Other tools available are resource guides, and an app that anyone can download on their smart phone called NALC. Still another one for all carriers is the standard training program for city letter carriers, M-01879 in the NALC Materials Resource System.

Paul Bordine, Ypsilanti Steward

The 70th Biennial NALC National Convention in Los Angeles California.

I arrived in California on Sunday afternoon August 14th 2016 along with fellow delegates from Branch 2184. After we got checked in our rooms. We registered at the convention center and then we gathered together at the Gilbert Leslie Plaza in Los Angeles California along with other fellow delegates from around the country for a welcome reception. On Monday we had opening ceremony and General Session begin. After the opening ceremony each day we went to class while I was there I took classes on having a better Food Drive, Negotiating Techniques, How to Handle Letter Carrier Political Funds/MDA Funds, and City Delivery Workshop. While I was there I also participated in signing carriers up for the

(Continued on page 10)

letter carrier political fund I had a great time. I would like to thank each and every one of the members of Branch 2184 for allowing me to represent them as a delegate at the National Convention in California. I look forward to representing you again at the 2018 National Convention in Detroit Michigan.

Thanks brothers and sisters,
in in Solidarity,

Felicia Bryant, (Westland Steward)

L.A. National Convention

It was truly amazing to see so many letter carriers in one location, all gathering to learn together. The classes were very informative, discussing various things.

The general session was very interesting, due to several guest speakers that got everyone excited. The speaker from Wales was hilarious and there were also speakers from Japan and several giant labor unions from our country.

Getting to know our local members better on this trip was also fun and rewarding.

Chris Biegalski, (Grosse Ile Steward)

Before the 70th Biennial National Convention I knew I wanted be a part of the Labor Movement, but I placed those desires on hold to raise my daughters. As the calendar drew closer to August 15-19, 2016 my doubts and fears quietly spoke to me and said that I would not be accepted, or that I would lack in making any form of progress for my fellow union members.

In the words of Shirley Chisholm "You don't make progress by standing on the sideline, whimpering and complaining. You make progress by implementing ideas". I discovered on August 15 with NALC President Rolando stating "we are a family" that those words resonate with in me. As the week went on, I gained knowledge of the NALC Carriers in a Common Cause. I realize the NALC has been a part of my life through other unions. The Mutual Benefits Association gave insights on planning for the inevitable, and basic planning relieves stress some during difficult situations.

Sitting on the sidelines has become no longer

an option. Meanwhile Unionism is attacked on every front, and corporations gaining on their initiative of wiping unions out. Thank you for being the catalyst of awakening a self-centered society.

Thank you, Branch 2184 for allowing me to attend the convention, and happy holidays to all.

Keshya Boudreaux,
Northville Alternate Steward

I had a wonderful experience in Los Angeles for the NALC National Convention this past summer, including the experience of socialization with Letter Carriers from all around the United States. I learned valuable information regarding current events and about the vision of the NALC at the National level.

My favorite training session was the class about City Delivery. Brian Renfroe and his team efficiently used their time to discuss many different aspects of city delivery such as improvements regarding our scanning systems, vehicle improvements and suggestions for uniform improvements. I hope that everyone in the membership takes the opportunity at least once to become a delegate and to further educate themselves on the happenings in NALC.

Have a safe, happy, healthy and warm holiday season!

Samantha Hales,
Canton Steward

I would like to take this opportunity to express my heartfelt thanks to the members of Branch 2184 for giving me the opportunity to attend the NALC National Convention this past August 15-19. It was such a great feeling to see so many letter carriers come together for the same causes.

President Fred Rolando assured all of the delegates in attendance that he and the NALC Executive Council were working on our behalf in contract negotiations with our employer. One of the key things I learned while in one of the classes I took was that that our Postal Service is working on having its own financial institution. The OIG (Office of Inspector General) did a study and found that this is one way that the Postal Service could increase revenue.

During the week we were attending conferences and classes, and I spent a lot of time learning different techniques on filing successful grievances. The classes I attended helped me develop a new way of effectively communicating while in the grievance procedure in hopes of having a better working environment.

Learning how to write grievances effectively will go a long way toward improving our branch and I appreciate that the branch has provided me with the opportunity to do just that. Thank you all for allowing me to attend this important training. I look forward to applying what I learned and to continue helping letter carriers in Branch 2184 as well. Additionally, I now have a clearer understanding of key legislative changes that took place over the past year, as well as what is on the horizon.

I look forward to the continued success of Branch 2184 in the upcoming year. Happy Holidays to all from the McGregory family.

Yours truly,

Jackie McGregory,

Shop Steward/Step A Rep Dearborn Annex

To my brothers and sisters of Branch 2184,

I thought I was overwhelmed when I went to my first NALC State Convention, by getting the chance to meet and rub shoulders with 300+ letter carriers across Michigan. Boy was I in for a BIG surprise this year when the NALC's National convention was held in Los Angeles, California! This being my 1st National Convention, I was expecting something in the same manner of how the State Convention was, I can handle that. WRONG! I was elbow to elbow with carriers from all across the country, from Alaska to the U.S. Virgin Islands, from Washington DC to Washington State. There were over 5,000+ NALC Union brothers and sisters converging on one site, and all for one agenda, the betterment of all letter carriers.

There were countless speakers such as Congressmen/women, governors, and mayors who support and stand with us on the different issues we face. We even had foreign dignitaries speaking on behalf of their countries. They spoke about how un-

ions in both our countries working hand-in-hand can make our efforts just that much stronger.

I have been one of Westland's Food Drive Coordinators for three years and I enjoy EVERY STRESSFUL MINUTE OF IT, from the kick-off until the total tally. But, what REALLY stood out for me about the Convention were the "thank you's" and the appreciation for each and every letter carrier who participates in the NALC Food Drive that was in EVERY speech, by EVERY speaker. I know the Food Drive is nationwide, but to hear it from the men and women that represent the U.S. Congress on down to the non-profits who are receiving this food, I literally got teary-eyed.

Now we get to the classes. I have to be honest, some were more exciting than others but the information and knowledge that you gain from these classes is eye opening. We had letter carriers bouncing different strategies off each other about what worked for them with specific types of grievances. There was one room that was so full we had to relocate to a bigger room because so many carriers wanted to take the class and were still outside the door. All these great minds from retirees to CCA'S, I could do nothing but sit back and take it all in.

To summarize the trip to my first National Convention, IT WON'T BE MY LAST! I would like to thank Branch 2184 for giving me the opportunity to take this journey with you; I am grateful.

And to all of my brothers and sisters of Branch 2184, HAVE A SAFE AND HAPPY HOLIDAYS!!

Katrina Jones, Westland Shop Steward

The experience that I had at the recent NALC National Convention was that of experiencing a wave of solidarity and fellowship throughout our union. Listening to our letter carrier union brothers and sisters was especially interesting because of the wide differences in local issues they were experiencing. In some instances it was a lack of overtime, or poor working conditions, or understaffing, and most commonly just 'poor management.'

One class in particular that I found interesting

(Continued on page 13)

Letter Carrier Political Fund Contributors

Belleville

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

Dearborn Main

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

Dearborn Annex

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

Dearborn Heights

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

Dundee

- ✓ Jerome Mannlein (R)

Flat Rock

- ✓ Lillian Bogosian

Grosse Isle

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

Inkster

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

Lincoln Park

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

- ✓ Scott Watts

Monroe

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

Northville

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

Plymouth

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

Rockwood

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

Temperance

- ✓ Kari McLachlin

Trenton

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

Westland

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

Canton

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

Ypsilanti

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

(Continued from page 11)

NALC Convention Report

was the retirement class, because everything is changing on an ongoing basis due to updates in technology as well as new procedures. With that being said, it can really be confusing and stressful due to many things that are going on in the world today. So when you get close to retirement please be sure to call the union office and make an appointment with retiree's officer Leonard Zawisa in order to plan out your retirement process.

To conclude, I just want to wish everyone and their families a Merry Christmas and a Happy New Year.

Scott Watts,
Sergeant-at-Arms



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 **Dave Duchane** (Dearborn Annex retired), **Randy Sano** (Ypsilanti Retired), **Patricia Powell** (Ypsilanti retired), **Michele Szafran** (Taylor), **Doug Zocher** (Taylor retired), **Mel MacDonald** (Dearborn Annex), **Karen Purvis** (Lincoln Park) for their donations.

Lets make our new members feel welcome.

For more information call
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Contract Corner:

Q: My doctor wants me to work no more than eight hours a day, but I do not have any medical restrictions on my regular letter carrier duties. Management told me that I must request "light duty." Is that proper?

A: No, that is NOT at all proper, for two definitive and contractually based reasons. **First, the mere inability to work overtime is by itself not considered to be "light duty" as long as the employee can otherwise perform all letter carrier duties without modification or restriction up to eight hours a day and forty hours a week.** This was clarified in a National level Step 4 (interpretive) grievance decision in October 1998 and also in a National level arbitration ruling from arbitrator Carlton Snow (Case number H1C-5K-C 24191) in March, 1991. The relevant language reads: "An inability to work overtime does not necessarily prohibit the employee from performing his or her normal assignment. Accordingly, such an individual working with

such a restriction is not necessarily on "light duty."

Additionally, light duty itself is specifically covered by the negotiated provisions of Article 13 of the Collective Bargaining Agreement. **These provisions make it very clear that light duty must be voluntarily requested by an employee and as such cannot be compelled or demanded by management.** In summary, an inability to work overtime by itself does NOT constitute a light duty situation. Moreover, management has no Contractual authority whatsoever to compel or demand a light duty request from any employee under any circumstances, period. Any attempt by management to demand a light duty request under these or similar circumstances should be immediately challenged with a grievance.

Q: I was required to work on my nonscheduled day that occurred the day before a holiday and was told that this was because of a "holiday schedule." However, I am not on any Overtime Desired list. Why was I required to work?



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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)

A: There are ten USPS holidays that occur during the course of a calendar year. Fulltime employees are paid for these holidays, and because of the rotating nonscheduled days assigned to fulltime letter carriers in Branch 2184, a holiday will periodically occur on the same date as a fulltime carrier's nonscheduled day. When this occurs, those whose nonscheduled day coincides with the holiday receive the previous work day off, which is known as their "designated holiday."

Because of this, there are two groups of carriers that are initially not scheduled to work the day before a holiday; those whose nonscheduled day it is and those whose designated holiday it is. This also means that management must usually schedule additional carriers to work on these days, and that is where the creation of a "holiday schedule" comes in. **Important: The Overtime Desired List (Article 8 of the NALC/USPS Collective Bargaining Agreement) is NOT utilized or considered in any manner when creating a holiday schedule.** Instead, holiday schedules are formulated solely under the provisions of Article 11 of the NALC/USPS Collective Bargaining Agreement, and in accordance with the locally negotiated "pecking order" for scheduling additional volunteer and (when necessary) non-volunteer letter carriers to work.

This "pecking order" for holiday scheduling is detailed in Item #13 of the Branch 2184 Local Memorandum of Understanding (LMOU). Management must first solicit volunteers to work from among those who are not scheduled, and if this does not provide sufficient carrier staffing, they can require non-volunteers to work, with lowest seniority non-scheduled day carriers scheduled first. Those that have scheduled vacations in conjunction with a holiday are the last to be scheduled. Of note, a "scheduled vacation" in this situation does NOT mean a day or two of annual leave, but instead it means a week or more of scheduled annual leave.

Finally, again note that nothing within this holiday scheduling process makes any mention whatsoever of the Overtime Desired List (ODL). Thus, an individual letter carrier's status as an ODL

or a Non-ODL carrier has no bearing on or relevance to the creation of a holiday schedule, only the negotiated "pecking order" discussed above.

Q: How does Bereavement Leave Work?

A: In accordance with the provisions of a September 11, 2007 Memorandum of Understanding between the NALC and the USPS, letter carriers may use a total of up to three workdays of annual leave, sick leave, or leave without pay (LWOP), as chosen by the employee, to make arrangements necessitated by the death of a family member or to attend the funeral of a family member. "Family member" is defined as spouse, parent, son or daughter (biological, adopted, or stepchild), daughter-in-law or son-in-law, sibling (brother, sister, brother-in-law or sister-in-law), or grandparent. "In-laws" also include the spouse of a child and the parents and siblings of the employee's spouse.

A letter carrier requesting bereavement leave should complete a PS Form 3971 indicating the date (s) and type of leave desired. If sick leave is chosen, the leave will be charged to sick leave for dependent care, if the employee is eligible. The Bereavement Leave Memorandum also applies to CCAs; however, their choices of leave are limited to the paid leave that CCAs earn or leave without pay, because they do not earn sick leave.

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.

(cut out and keep handy)



Holiday Greetings and
Best Wishes for
the New Year ...
Yours in Solidarity.



National Association of Letter Carriers
Branch 2184 Officers

Mark Judd, *President*

Walter McGregor *Executive VP*

Joe Golonka, *Vice President*

Casey Pennington, *Recording Secretary*

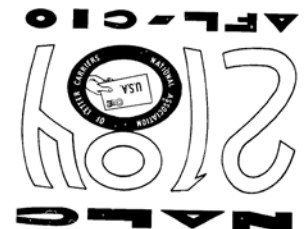
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Jim Powell, *Health Benefits Representative*

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