

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

July/August 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:**

September 5th, 2018  
October 3rd, 2018  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

September 12th, 2018  
October 10th, 2018  
(12:30 p.m. - Union Hall)

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## President's Report

### Szafran Selected For Leadership Academy!

The Branch has been notified by our National Office that Branch 2184 Taylor Steward, Taylor and Ypsilanti Step A designee, Branch injury compensation specialist, Detroit District safety committee member Michele Szafran has been selected for the 23rd National Leadership Academy. The training started on July 29th and will be held at the Maritime Institute in Linthicum Heights Maryland, not far from Washington DC.

Former National President William Young created the Leadership Academy in 2005. The Academy agenda features rigorous classroom training supplemented by challenging individualized home projects. During the three week classroom training National Officers and staff members conduct class sessions in their field of expertise. The subjects range from the history of our Union, NALC legislative and political agendas, contract administration, as well as current and long-range issues facing our union. Communication skills, both verbal and written, are major components of the classroom training. The class sessions will be held for one week in July, one week in September and for one week in December. In between classroom sessions Michele will be working on an individualized project. Her classroom instructors include Region 6 National Business Agent elect Troy Clark and Lynne Pendleton who serve as lead academy facilitators along with Jamie Lumm NALC Director of Education.

During her breaks from classroom training and while she is working on her projects, Michele will be mentored by her home Branch officers. On behalf of the Branch and Officers I would like to congratulate Michele on being the second Branch member to be selected for the Leadership Academy. I am confident Michele will show the exceptional leadership skills the academy was looking for when they selected her and that she will represent the Branch in an outstanding fashion.

*(Continued on page 3)*

## 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
Injury Compensation .....	Michele Szafran
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 DeWaele
Flat Rock.....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
.....	Gloria Warthen (alt)
Inkster.....	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
.....	Robert Clark (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Erik Venzke
.....	Jacqueline DeWaele
.....	Joshua Nagy (alt)
Northville.....	Valerie Watkins
.....	Beth Bays (alt)
Plymouth.....	Tamara Bosman
.....	Diego Forshaw
.....	Kristie Nelson (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
.....	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)
.....	John Hite (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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Presidents Report

## Ypsilanti Mail Count and Inspection Update

The route count and inspections slated for the Ypsilanti office in April have been completed. Your Branch route inspection officers as well as our Ypsilanti Stewards and Step A Designee Michele Szafran, have been hard at work analyzing the data and preparing to file Class Action grievances if necessary. Preliminary talks with Ypsilanti management are ongoing regarding Branch involvement in the implementation and the review process.

## Bowlathon Sets Record!

The pledges and money have been counted and our yearly MDA bowling "Battle of the Branches" has been settled. Once again, Branch 2184 was victorious over our cross town rivals Branch 1. While the contest was much closer than in years past, Branch 2184 proved up to the challenge. In fact, this year we set a new record for our Branch in the process! The total raised for this one day event \$4950.24! Our top three stations raising the most were Taylor #1, Westland #2, Dearborn Annex #3.

I would like to thank the Branch officers, stewards, and members who came out to support the event and gave up their time and helped raise the money for this most worthy cause. Special thanks go out to our Branch MDA Co-coordinators Jackie McGregory and Michele Szafran for their help in making the event such a success.

See you in September!

-- Mark Judd  
President

### Attend Your Branch Meetings

#### Branch Meeting

Next meeting September 5th

7:30 pm @ Union Hall

6969 Monroe

Taylor, MI

# EVP's Report

## ANNUAL BRANCH PICNIC

On Sunday June 24th, 2018 from 12pm-5pm, approximately three hundred fifty to four hundred Branch 2184 members along with their families and friends came together at our local union hall grounds and had a day of fun. We had some special guests attending our picnic, which included NALC's Region 6 National Business Agent Elect Troy Clark, MIS-ALC President Carl Blassingame, and Congresswoman Debbie Dingell.

There was everything from face painting for the kids to basketball for the teens. Overall the picnic was a success and all had a ball. We would like to thank all of the volunteers that made the annual picnic a success again. See you next year on Sunday, June 23th, 2019 for our next picnic!

## NATIONAL LEVEL GRIEVANCE SETTLEMENTS AND AGREEMENTS

On Friday, July 27, the NALC and the Postal Service entered into a series of five National level interpretive step grievance settlements as well as agreeing to an additional joint document clarifying an issue involving the former TE step advancement that occurred on May 26 this year. These documents are numbered M-01892 through M-01896 in the NALC Materials Reference System.

The first settlement is M-01892, which deals with the Postal Service hiring CCAs above the contractual limits. With this settlement, all CCAs in all size offices with 30 months of relative standing on September 1, 2018 will be converted to career status within 60 days from the signing of the agreement on July 27, 2018. If you are a CCA with the relative standing date in the same office/Installation of March 1, 2016 or before, then you will be converted to career status, which will be either a part time flexible (PTF) or full time regular (FTR).

The second settlement (M-01893) involves the promotion pay rule revisions (ELM 422.2) that

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EVP's Report

had resulted in the USPS applying a "hold in place" rule that essentially froze step increases for the affected carriers that had been promoted into T-6 positions prior to the ELM revisions. The "hold in place" rule has been rescinded and these carriers will receive all step increases as scheduled as well as retroactive pay for any step increases that have been delayed. It also provides a clarification of the pay rules and method of compensation for T-6 carriers that will be in effect following the "step consolidation" in the letter carrier craft that will occur on November 24, 2018. The applicable ELM 422 provisions will be further modified to reflect this understanding.

The third settlement (M-01894) is a resolution of the National level dispute involving retroactive holiday pay for CCAs. CCAs on the rolls as of Christmas Day, December 25, 2016 and that remain on the rolls as CCAs will receive holiday for pay for four specified holidays during the period of December 2016 through May 2017.

The fourth settlement (M-01895) is a resolution of the National level dispute involving the lengthy delay in retroactive Contract settlement pay for CCAs that had been since converted to career status. Depending on their date of conversion, the affected letter carriers will receive payments ranging from \$50.00 to \$150.00.

The final agreement (M-01896) involved the calculation of qualifying Transitional Employee (TE) time for applying the TE step advancement credit which occurred on May 26 this year. The Postal Service had previously improperly calculated a TE "year" as 365 days, when in fact they were employed for 360 day terms. This will be recalculated as a 360 day "year" which will result in an additional advancement of one step as well as additional compensation for a small number of former TE's.

In unionism,

-- *Walt McGregory*

*Executive Vice President*

## VP's Report

### Sick Leave – Clearing the Air

There are few aspects of Postal Service employment more contentious than the earned benefit known as sick leave. How contentious? Look again at the preceding sentence. Sick leave is indeed an earned contractual benefit, defined and governed by the provisions of Article 10, section 5 of the NALC/USPS Collective Bargaining Agreement as well as by USPS regulations that are found in the Employee and Labor Relations Manual (ELM) section 513. However, in postal management-speak, sick leave is typically (but falsely) framed as a "privilege." Yet, nowhere in the Contractual and Handbook/Manual provisions referenced above does the word "privilege" appear.

False framing such as this is common in the Postal Service as well as in many other aspects of life, for example in the realm of politics. As a pertinent example, there is the insidious and false framing of Social Security and Medicare as so-called "entitlements." Both are actually earned benefits, paid for by American workers throughout their employment careers. Neither Social Security nor Medicare is an entitlement to anything, despite incessant Republican attempts to mislabel them by using intentionally "loaded" terminology.

Despite Postal management's strategy of falsely redefining sick leave as a "privilege" as well as engaging in other contractually unsupported responses and policies, the use of this earned benefit is really is actually a very straightforward matter. Postal Service attendance regulations in the Employee and Labor Relations Manual (ELM) section 665.41 state that "employees are required to be regular in attendance." This provision is merely a common sense statement, since no employer can function effectively unless its employees report to work on a regular basis. Unlike management, letter carriers actually have real jobs and are critically necessary to the mission of the USPS.

However, this provision is also intentionally

vague, as there is no existing contractual or arbitrated definition or numerical standard of what specifically constitutes "regular in attendance. Over the years the Postal Service has developed some internal policies regarding a numerical definition of "regular in attendance." However, these internal policies otherwise have no standing or applicability to contractual requirements and existing work rules for using sick leave. Most of all, despite the absence of a specific numerical standard of attendance, there are many compelling reasons for letter carriers to make every effort to conserve sick leave to the extent possible.

### **The Value of Sick Leave**

There are few things that can provide more peace of mind for a letter carrier than a healthy balance of accrued sick leave. Fulltime career USPS employees earn four hours of sick leave each pay period, or 104 hours annually. Over the course of a 20-year USPS career, an employee can earn a full year's worth of sick leave. This can be invaluable if serious illness or off the job injury results in an extensive absence from work, providing the financial security of a regular paycheck for a letter carrier and their family.

Sick leave also increases in value over time, as it is paid at a letter carrier's current hourly rate when it is used, not at the lower hourly rate in effect at the time it was earned. Additionally, accrued sick leave also provides some value at retirement, as each full month of a retiring employee's sick leave balance is applied as work credit for purposes of calculating a retiree's monthly annuity payment. Thus, there are many solid reasons for conserving your sick leave balance to the extent possible.

Ultimately, the decision to use sick leave should be governed solely by the answer to a simple question. Are you unable to perform your letter carrier duties because of illness or an off the job injury, or do you need to attend to a family member with an illness or injury such that if you had the condition it would prevent you from working? If the answer is yes, that is what your sick leave is for. If the answer is no, then you should report to work as scheduled.

**Don't overthink the use of sick leave. It is really no more complicated than that.**

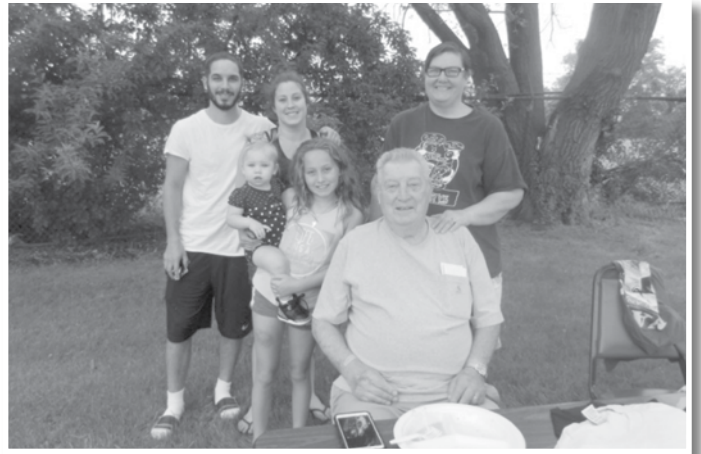
### **"Deems Desirable"— Making Them Pay**

Unfortunately, in their quest to obstruct the usage of sick leave even when it is appropriate and necessary for an employee to do so, postal management developed and implemented an internal program that is referred to as "Deems Desirable." As background, our Collective Bargaining Agreement (Article 10, section 5.D) as well as USPS leave regulations allow employees to "self-certify" sick leave absences of three scheduled work days or less. Sick leave absences of four scheduled work days or longer require additional documentation. However, there is an additional provision in the Employee and Labor Relations Manual (ELM) section 513.361 that allows management to request documentation of an absence of three work days or less "when the supervisor deems documentation desirable for the protection of the interests of the Postal Service."

It is from that leave regulation that management contrived their "deems desirable" program. What makes this problematic for most letter carriers who are too ill to work is that such illnesses typically do not and would not require a medical appointment; they are typically treated with rest and over the counter medication. Moreover, most personal physicians are not immediately available by appointment to see an ill patient except in cases of serious illness or emergency. Thus, an arbitrary "deems desired" documentation demand has the direct effect of further inconveniencing an already ill employee, which is exactly the intent of management to begin with.

In some instances, the net result is that a letter carrier that has no business working because of illness reports to work anyway, thereby further jeopardizing their own health as well as potentially infecting coworkers with contagions. It is all but certain that many letter carrier illnesses during last winter's widespread flu epidemic were caused by exposure to coworkers that had been intimidated into working while ill. So, what's a letter carrier to do in

*(Continued on page 12)*





# National Convention Report

The NALC's 71<sup>st</sup> Biennial Convention took place from July 16 through July 20 at Cobo Center in Detroit. This was the first time that our Union's National Convention had been held in Detroit since 1966, a span of 52 years. Neighboring NALC Branch 1 was the host Branch for this year's convention, and they did a magnificent job of ensuring that the approximately 5400 delegates in attendance had the best convention experience possible. Branch 2184 sent 32 delegates to the Convention, which was the largest convention delegation in Branch history, and we also had a record number 12 first-time convention delegates.

NALC delegates from branches in all 50 States as well as from Puerto Rico and U.S. Virgin Islands attended the convention. Overwhelmingly, our Union's delegates from everywhere praised the City of Detroit and the many easily accessible cultural and dining opportunities in the Downtown and Midtown areas. A fine week of Michigan summer

weather enhanced the enjoyment of all.

All of Branch 2184's delegates attended the general sessions on Monday through Friday of the convention week. Additionally, our delegates attended and participated in the numerous highly popular workshops conducted by the NALC National Union before and after each day's convention session. The delegates received updated tools and valuable information from these workshops regarding every aspect of Postal Service employment and the daily work issues of letter carriers.

The convention workshops covered a wide variety of contract enforcement issues and updates as well as many other important aspects of letter carrier and USPS employment. This included subjects such as retirement, injury compensation, safety, wage theft and clock ring fraud committed by management, workplace misconduct committed by management, health care and Thrift Savings Plan information, as well as many other important and relevant



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**Denise Kreager**

Retired Letter Carrier

4953 Sycamore Newport, MI 48166

313-478-5910 (voice)



issues for letter carriers. There were eight possible workshop opportunities during the convention week, and some of Branch 2184's delegates utilized every one of them.

In his keynote address to the convention delegates on Monday, July 16, NALC National President Fred Rolando provided a detailed overview of our Union's successes and as well as our challenges during the previous two years. Fred spoke in no uncertain terms about the very real and immediate threats to the Postal Service and to all letter carriers and their families posed by attacks from the Trump administration as well as by our other political enemies that control the United States Congress. This has created an especially dangerous political environment for all letter carriers.

Every possible aspect of letter carrier employment security and financial security is undergoing a concerted attack by the current administration and its allies in Congress. These attacks include but are by no means limited to a full-fledged assault on federal and postal employee retirement benefits as well as a direct attack on a viable public Postal Service itself. A privatized Postal Service could have a devastating impact on the future of every letter carrier and their families.

NALC President Rolando laid out a strategy of aggressively countering the Trump attacks on letter carriers and on the Postal Service, by working with the other postal unions and other stakeholders and as well as our political allies. The Postal Service remains the most admired and respected government agency in the United States and the American public loves their letter carriers. Ultimately, the most important key to our success will be our own activism and the support of our allies. This means timely responding to legislative threats through contact with our elected representatives as well as by contributing to the Letter Carrier Political Fund.

Throughout the week the assembled convention delegates vigorously debated a number of resolutions and proposals regarding letter carrier work rules as well as resolutions pertaining to other aspects of postal employment. A number of leaders

from the other postal unions as well as other trade unions addressed the convention delegates during the course of the week, including AFL-CIO President Richard Trumka, who exhorted the delegates to "fight like hell."

There were several other inspiring convention speakers, including Ady Barkan from the Center for Popular Democracy and Dr. Mona Hanna-Attisha, the heroic pediatrician whose work first exposed the poisoning of Flint, Michigan's water supply. Politicians from both major political parties also addressed the delegates, mainly on the convention's final day.

On Wednesday, July 18, nominations were made for the NALC's National Officers as well National Business Agents for each of the NALC's 15 regions. Branch 2184 is in NALC Region 6, also known as the "K.I.M." (Kentucky-Indiana-Michigan) Region; and NALC Regional Administrative Assistant Troy Clark was nominated to succeed retiring National Business Agent Pat Carroll for Region 6. As there were no other nominees for Region 6 National Business Agent, Troy was elected by consent (acclamation) to serve a four year term. Branch 2184 has always worked closely with our National Business Agent's office throughout the past several decades, and we look forward to continuing that great working partnership under Troy's leadership.

On Friday, July 20, following the conclusion of the day's business a motion to adjourn was made by Branch 1 President Sandy Laemmel and seconded by National Business Agent Pat Carroll. The motion passed and the NALC's 71<sup>st</sup> Biennial Convention came to close. The NALC's 72<sup>nd</sup> Biennial convention is scheduled for August 17-21, 2020 in Honolulu, Hawaii.

-- *Mark Judd, President*

-- *Walt McGregory, Executive Vice President*

-- *Joe Golonka, Vice President*

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## GIMME 5

**DELIVER NALC'S MESSAGE TO WASHINGTON  
LETTER CARRIER POLITICAL FUND**

# 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**



## 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”**



(Continued from page 5)

VP's Report

a "deems desirable" situation? Very simply – make them pay for intentionally inconveniencing you while you were ill.

This is accomplished by ALWAYS requesting to see your steward and initiating a timely grievance whenever you are arbitrarily required to provide medical documentation for an absence of three work days or less. Grievances of this nature should always request as remedy the reimbursement of all out-of-pocket costs incurred such as medical copays and mileage to and from the medical care facility. In especially egregious instances of arbitrary documentation demands, additional remedy might also be appropriate.

Additionally, the grievance itself is costly to management, who must provide on the clock time for you and your steward to meet, time for the steward to investigate and develop the grievance, and time for you and the steward to meet with management at the initial informal step A level. A grievance that is unresolved after this informal step will cost management even more, as the steward will need to time develop and process the appeal to formal step A, as well as additional costs incurred with the formal step A meeting itself.

**The most effective response to any arbitrary documentation demand for a sick leave absence of three work days or less is to make them pay, the first time and every time. File that grievance!**

-- Joe Golonka  
Vice President

## Branch 2184 Web Site

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

Retirement Information  
CSRS & FERS Annuity Payments  
Branch Calendar  
"FMLA" forms

## Contract Corner:

**Q: Can a Letter Carrier on the Overtime Desired List decline an assignment of overtime work?**

**A:** In general, the answer is NO. Except under limited circumstances, those that have signed the regular Overtime Desired List (ODL) carrier have an obligation to work overtime whenever assigned by management and wherever assigned by management, including work on nonscheduled days. Those signing the ODL should be aware that is not an "overtime when it is convenient" list. Also, those that have signed the Work Assignment Overtime Desired List have an obligation to work overtime on their own routes on their regularly scheduled days when assigned by management.

Additionally, National Arbitrator Mittenthal has ruled that an employee on the ODL does NOT have the option of refusing or accepting work over eight hours on a nonscheduled day, work over six days in a service week or overtime on more than four of the five scheduled days in a service week. Instead, an employee on the ODL must be required to work up to 12 hours in a day and 60 hours in a week (excluding December) before management may require employees not on the ODL to work off-assignment or nonscheduled day overtime. Management must also utilize all forms of assistance, including the ODL up to 10 hours, before requiring an employee not on any ODL to work overtime on his or her own route.

Article 8, section 5.E of the Contract does provide limited exceptions to the requirement of any employee to work overtime, where a request by an employee to be bypassed "may be approved by local management in exceptional cases based on equity (e.g. anniversaries, birthdays, illness, deaths). "Based on equity" means that exceptions granted by management should be equally applied to all under the same or similar circumstances.

**Q: Management told me that they would be conducting an office count on my assign-**

**ment the next day. How often can they do this?**

**A:** Although there is no contractually established threshold for number of office counts (Form 1838-C) that can be performed by management, they should also not be used solely for purposes of harassment. Management does have the conventional authority to conduct a one-day office count on any letter carrier assignment after giving one day's advance notice, per the provisions of the M-39 Handbook (Management of Delivery Services), section 141.2: "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."

A claim that excessive office counts constitute a form of harassment must be documented with evidence that one or more letter carriers are being singled out for repeated office counts. This claim becomes stronger if the results of these counts consistently indicate that the carrier performing office work within minimum casing standards, or that they are not being advised of the results of the office counts, as required by the language above.

Also keep in mind that any carrier receiving an office count does have the right to verify management's count of the mail. Such verification should be of the entire count of mail (including DPS mail), and not just a "spot check." Any violations of the above procedures committed by management should be reported to your steward immediately.

**Q: I was injured while delivering Mail and my Postmaster told me that I could not file a Workers Compensation claim because I didn't report the injury within 24 hours. Is that true?**

**A:** NO, that is not at all true, and it appears that the postmaster seriously misinformed (lied) to you about this. Although Postal Service regulations require that on the job injuries should be reported as soon as

possible, this has nothing whatsoever to do with an injured employee's right to initiate a traumatic injury claim on OWCP form CA-1. Applicable law, the Federal Employees Compensation Act (FECA), allows injured employees up to three years to report a compensable job-related injury for purposes of filing a workers compensation claim.

However, it is always in the best interests of an injured letter carrier to report an injury by requesting and completing form CA-1 as soon as possible after the injury occurs. Although the law allows three years from the date of injury to file a claim with OWCP, there are much shorter time limits that apply for purposes of eligibility for certain FECA benefits, such as Continuation of Pay (COP) by the employing agency for up to 45 calendar days. To be eligible for COP, the injury must be reported on a CA-1 within 30 days of its occurrence and supporting medical evidence provided within 10 days of the report of injury.

Finally, because postal management throughout Branch 2184 as well as elsewhere consistently misinforms letter carriers about every aspect of job-related injury claims, always be sure that you have notified your steward or the Branch 2184 office of your injury as soon as you are able to do so. In this manner we can follow up in a timely manner to correct management misinformation and errors and to ensure that your rights are protected throughout every part of the injury compensation process.

**Important: NEVER rely on postal management to properly respond to your job-related injury. Whether it is by their ignorance (which is widespread in Branch 2184-represented post offices) or through their deliberate obstruction of your rights and benefits, management WILL screw up your injury compensation claim. Count on it. Protect your rights by getting the Union involved immediately!**

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

# Letter Carrier Political Fund Contributors

## Belleville

- ✓ Orlando Allen
- ✓ Gregory Bodziak
- ✓ Bryon Hendricks
- ✓ Lynn Taylor (R)
- ✓ Cindy Trzeciak (R)

## Dearborn Main

- ✓ James Bryant
- ✓ Darryl Clay
- ✓ Symone Coleman
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Hussein Ghoteimi
- ✓ Yvonne Jackson
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Khadijah Hawkins
- ✓ Mark Judd
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick Lelental (R)
- ✓ Melvin MacDonald
- ✓ Carol Macieczni (R)
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Brian Robinson
- ✓ Brian Rodden (R)
- ✓ Hussein Salmassi
- ✓ Darren Smith
- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)
- ✓ Shantina Turner
- ✓ Joseph Vitie (R)
- ✓ Anthony Whitley
- ✓ Steven White
- ✓ Larorn Williams

## Dearborn Heights

- ✓ Jerry Holowka (R)
- James Powell (R)
- ✓ Scott Russell
- ✓ Pamela Sellers
- ✓ Alan Swintek
- ✓ Christopher Tostige
- ✓ Denise Viola
- ✓ James Wolstencroft

## Dundee

- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian
- ✓ Larysa Larson

## Grosse Isle

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

## Inkster

- Phil Ashford
- ✓ Robert Clark
- ✓ Thad Dillard
- ✓ Carl Gibbs
- ✓ Scherrie Lacey

## Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald
- ✓ Paula Hall
- ✓ Ronald Hausch (R)
- Patricia Manning (R)

- Timothy Manning (R)
- William Mason (R)
- ✓ Nicole Pace
- ✓ Karen Purvis
- ✓ David Reise
- ✓ Scott Watts

## Monroe

- ✓ Jacqueline DeWaele
- ✓ Chris Carmon
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
- ✓ Joshua Nagy
- ✓ Erik Venzke

## Northville

- ✓ Elizabeth Bays
- ✓ Janice Mitchum
- ✓ Valerie Watkins

## Plymouth

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

## Taylor

- ✓ Keith Benedict
- ✓ Patricia Davis (R)
- Dawn Gable
- ✓ Roger Gilliam
- ✓ Scott Horn
- ✓ Ryan Judd
- ✓ James Kelly (R)
- ✓ Walter Modelski (R)
- ✓ Timothy Murry
- ✓ Bob Parisi
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)

- ✓ Michele Szafran

## Temperance

- ✓ Kari McLachlin

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwen Heffinger (R)
- ✓ Tracy Mitchell
- ✓ Casey Pennington

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Albert Gilliespie
- ✓ Cynthia Harris
- Katrina Jones
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ Vina Stacy
- ✓ Nakia Whitfield

## Canton

- ✓ Lori Boljesic
- ✓ Joe Golonka (R)
- ✓ John Hite
- John Meleski (R)
- ✓ Tamekia Poindexter
- ✓ Bonnie Price (R)
- ✓ Tyler Haverstick
- ✓ Ramon Robinson

## Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Nancy Cadorin
- ✓ Alan Grajczyk
- ✓ Stevi Hall
- ✓ Patricia Neeley
- ✓ Donovan Pettway

## Fund Contributors

- ✓ Richard Rider
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## Branch Uniform Bank Now Open!

As our new CCA Brothers and Sisters join us as new members, Branch 2184 is asking our retired and active carriers to donate new or used uniforms that they no longer need. If you would like to donate please bring them to the Branch office or give them to your Steward to drop off.

Thank you to **Sharon Susalla** (Dearborn Annex Retired), **Mary Renaud** (Grosse Ile), **Keith Kelly** (Taylor), **Ken Rhan** (Dearborn Annex Retired), **Jerry Jones** (Ypsilanti retired), **Dave Rowland** (Ypsilanti) and **Charlotte Wright** (Lincoln Park) for their donations.

Lets make our new members feel welcome.

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