



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October 2021

President's Report

BRANCH SPECIAL MEETING

The Special Meeting was held via teleconference on October 13, 2021, at 7:30pm. There were at one time a total of 50 members that joined in and asked questions, gave comments and thoughts about the proposal presented to the branch by an outside party to potentially purchase the building. Building Committee Chairperson Erik Venzke and the rest of the Building Committee each presented to the membership their research about selling our building and buying another building. The membership voted unanimously 47 Yea's and 0 Nea's to move forward and enter into the Purchase Agreement with the potential buyer and retain a Real-estate Attorney on behalf of the branch. See Building Committee Chairperson Erik Venzke's article in this Branch 2184 Speaks.

KIM VIRTUAL TRAINING

On Sunday October 10, 2021, nineteen (19) of your Contract Enforcers of Branch 2184, Officers, Stewards and Formal A designees took time out of their day to receive virtual training put on by our NBA Troy Clark and his two RAAs David Mudd and Kyle Inosencio. Classes started at 10:00am and ended on Sunday around 5:00pm. On Columbus Day Monday October 11, 2021, The Virtual Rap session began at 9:00am. National Executive Vice President Brian Renfroe was the special guest to speak to region 6 about what was going on at the headquarters level with NALC. I commend these Branch Officers, Stewards and Formal A Designees for their dedication to NALC Branch 2184 for taking their holiday weekend and spending it learning on behalf of the membership to better represent the membership.

KIM VIRTUAL TRAINING SPECIAL AWARD

Each year at the KIM Training, the Ronald G. Brown Union Excellence Award is presented to a union official within the KIM (Kentucky/Indiana/Michigan) region "For Selfless Dedication To The Members of the K.I.M. Region and the NALC" "Putting The Union's Needs Before Your Own", these are the words that are on the beautiful plaque. I had the pleasure as Branch 2184 President to receive this award on behalf of our sister

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Branch 2184

Western Wayne County, MI
National Association
of Letter Carriers
AFL - CIO

6969 Monroe

Taylor, MI 48180-1815

(313) 295-1640

Fax: (313) 295-4134

E-Mail:

NALC2184@sbcglobal.net

Web Site www.nalc2184.org

Office Hours:

9:00 a.m. - 5:00 p.m.

Monday through Friday

Calendar

Branch Meetings:

Nov 3rd, 2021

(7:30 p.m. - Teleconference)

Retirees Meetings:

(12:30 p.m. - Union Hall)

Due to COVID 19 meetings are cancelled

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Officers

President..... Walt McGregory
 Executive Vice President Mark Judd
 Vice President Jacqueline McGregory
 Recording Secretary..... Melvin MacDonald
 Financial Secretary Treas Cathy Tondreau
 Sergeant at Arms..... Scott Watts
 Health Benefits Rep..... Jim Powell
 Retirees Officer..... Leonard Zawisa

Trustee..... Tracy Mitchell
 Trustee..... Gloria Warthen
 Trustee..... Felicia Davis

Editor..... Leonard Zawisa
 Branch Scribe..... Joe Golonka
 Injury Compensation..... Erik Venzke
 Injury Compensation Joe Golonka
 Web Page Design Jim Hales

Branch Contract Administration Unit

Joe Golonka..... Chairperson
 Walt McGregory Member
 Mark Judd Member
 Jackie McGregory Member
 Dave Reise Member



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

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

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

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

Stewards

Allen Park Mark Owen
 Kris Shaw (alt)
 Karen Russell (alt)
 Tod Lilla (alt)

Belleville..... Bryon Hendricks

Dearborn (Main) Darryl Clay
 Symone Coleman
 Yvonne Jackson (alt)
 Karl Tamburro (alt)

Dearborn (Annex) Melvin MacDonald
 Jacqueline McGregory
 Rose Miller (alt)
 Jillian Hudgins (alt)

Dearborn Heights Denise Viola
 Jacqueline McGregory (alt)
 Melvin MacDonald (alt)
 Shaun Fowlkes (alt)

Dundee..... Gloria Warthen (alt)

Flat Rock..... Lillian Bogosian
 Gloria Warthen (alt)

Grosse Ile Gloria Warthen
 Kim Bumbul (alt)

Inkster Phil Ashford
 Scherrie Lacey (alt)
 Robert Clark (alt)

Lincoln Park..... Scott Watts

Monroe..... Jacqueline McGregory (alt)
 Melvin MacDonald (alt)
 Beth Bays (alt)
 Tamara Bosman (alt)

Northville Valerie Watkins
 Darryl Clay (alt)

Plymouth..... Tamara Bosman
 Kristie Nelson
 Diego Forshaw (alt)
 Otis Barney (alt)

Rockwood..... Gloria Warthen (alt)
 Tracy Mitchell (alt)

Taylor..... Keith Benedict
 Darryl Clay (alt)
 Jaqueline McGregory (alt)
 Tracy Mitchell (alt)
 Tamara Bosman (alt)

Temperance..... Gloria Warthen (alt)

Trenton..... William Douglas
 Jack Szor
 Jeffery Webb (alt)
 Melvin MacDonald (alt)
 Tracy Mitchell (alt)

Westland Ananias Epps
 Felicia Davis
 Nakia Whitfield
 Katrina Jones (alt)
 Walt McGregory (alt)

Canton..... Ramon Robinson
 Tonya Rutledge
 Jacqueline McGregory (alt)
 Melvin MacDonald (alt)

Ypsilanti..... Paul Bordine
 Mike Tredway
 Danita Hill (alt)
 Alan Grajczyk (alt)

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President's Report

Michele Szafran, who is no longer here on earth with us. October 19, 2021 makes it a year since our sister departed. I will be presenting this award to sister Szafran's husband and family. Of note, only one other member of Branch 2184 has received this recognition award and that is President Emeritus Mark Judd, who received it in October 2011.

PROPOSED BYLAW CHANGES

A Bylaw Committee was formed to review the branch bylaws that are eight (8) years old. There has been a lot of changes since the branch's bylaws were revised in April of 2013. Darryl Clay of Dearborn Main was named as the Chairperson of the Bylaw Committee. He will have a report later on in this speaks. I encourage the membership to support the Bylaw Committee's proposed changes.

BRANCH LETTER CARRIER POLITICAL FUND (LCPF) COORDINATOR

I have appointed Northville Letter Carrier Elizabeth Bays to be our new LCPF Coordinator. Beth will be working closely with our Regional Legislative Political Organizer (LPO) Anna Mudd, to increase our branch participation in LCPF. We are currently less than 11% of our membership contributing to our political action fund. We have to get those numbers up if we want to continue to protect the wages and benefits that we have fought so hard to have over the years. We can't use union dues for anything political, that's where your LCPF dollars come into play. Our congressional leaders want us to contribute to their campaigns, we do so when they support letter carrier/postal issues with LCPF dollars. Five dollars a pay period if you are active is all that NALC Headquarters is asking of us, and if you are retired, five dollars a month out of your annuity is all that is being asked of you. You can always contribute more if you like.

You will hear a LCPF presentation from our Regional LPO Anna Mudd at our November 3rd, 2021, branch membership meeting.

BRANCH 2184 FACEBOOK PAGE

The Branch has launched its own Facebook page. As of 10/19/2021, there are 73 members. The

page is growing daily. If you are on Facebook, please search for our page. You have to answer a few questions like who is your steward(s) and what building do you work out of and you will be approved. There is up to date information to what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates.

Take a moment to look at it. It is only for current Branch 2184 members. No former members or nonmembers allowed.

STEWARDS NEEDED

If you are an active carrier in the Monroe Post Office, or the Taylor Post Office, there are openings to be a titled steward or an alternate steward. You will receive the latest training by some of the best Branch 2184 Contract Enforcers in the country. No experience needed. You can be a CCA, PTF or Full Time Regular.

Assist your brothers and sisters on the workroom floor, while learning yourself how to be an educated contract enforcer of Branch 2184. You are never alone as a steward, a branch officer, fellow steward is always a phone call or text away. Step up and try it. It is very rewarding to make a difference in your office with making sure management is abiding by our National Agreement. Get on the winning team today. Call the union hall and ask to speak with Vice President Jackie McGregory, EVP Mark Judd or President Walt McGregory. We have new stewards in Trenton and Canton that have come on board and are happy they have done so. What are you waiting for, give us a call at the hall today!

MDA

There is an MDA Committee that is led by Chairperson Mark Owen out of the Allen Park office. He has submitted an MDA article in this speaks detailing what the MDA Committee has been working on. We also have MDA Calendars for sale. They are \$6.50 per calendar. Please see your steward if you would like to purchase an MDA calendar. All proceeds are going to MDA.

-- *Walt McGregory*
President

EVP's Report

Legislative Update

In my last Branch newsletter article, the July/August edition, I asked the question; are you ready to take action? This was in reference to pending legislation that is critically important to the USPS and its employees. The message was to be prepared to take action when the time came so that you could contact your members of Congress and urge them to support the legislation. At the time, the hope was that Congress would have a chance to vote on HR 3076 and S 145 (known as the Postal Reform Act) by late summer.

Well summer is gone, and if you have been paying attention to the goings on in Washington it seems they have more important things to worry about and vote about than the wellbeing of the US Postal Service. It seems that debt ceiling limits, infrastructure, and reconciliation bills take priority, and they have taken up the majority of their time and for now our legislation is pending. NALC Executive Vice President Brian Renfroe reported during our NALC Region 6 (Kentucky, Indiana, and Michigan) virtual training held October 10 and 11 that despite the delay, he thinks it is still possible to get the vote done sometime this year. He urged us not to be discouraged and that a bipartisan majority in the House and Senate are ready to pass the legislation for President Biden to sign.

Brother Renfroe went on to give a little background regarding the legislation. He said for the last 10 years the NALC, its members, and its legislative department have been educating members of Congress on how detrimental and unfair it was for the USPS to be burdened with the pre-funding mandate that Congress passed back in 2007 which has cost the USPS some \$5.2 billion yearly since it was implemented. After nearly a decade of stalled postal relief legislation Congress has finally got it! Members of Congress understand our issue and are ready to support the Postal Reform Act. Now the hard part, which is getting it to the floor for a vote. Without sounding like a broken record, will you be prepared to take action when the legislation hits the House and Senate? I sure hope so.

During the past 35 years or so politics and legislation has played an important role in the survival of the USPS. For many years our members just assumed and expected that our gains in collective bargaining would take care of our problems and that the USPS would be around forever. Unfortunately, they were mistaken. Like it or not, politics and what happens in Washington has a direct impact on the survival of today's Postal Service. Gone are the days when we were the one and only major player in the delivery business. Our rivals in the business would like nothing better to see us downsized out of business. Corporate lobbyists for UPS, FedEx, Amazon and DHL are working the halls of congress searching out friends to limit our ability to compete with them. These deep pocketed private companies have an unlimited amount of money to buy and lobby their friends in Congress.

To counter them we must be proactive and prepared to take action. Hopefully our legislation makes it for a vote this year in both houses of Congress. When that happens, be prepared to answer the call from our legislative department to contact your members of Congress. We will need to urge them to support and pass our legislation. Being proactive and making a call or sending an email is not enough. It is also time for all letter carriers, active and retired, to donate to our own political action committee, the Letter Carrier Political Fund (LCPF). NALC Legislative and Political Organizer Anna Mudd recently said there are two things that politicians understand, votes and money. I couldn't agree more. While we certainly have done a good job as an organization in lobbying our members of Congress, when it comes to funding our political action committee LCPF, only 10% of our current and retired members even bother to give.

Do you think that because you are retired, that what happens to the USPS doesn't matter to you? Well, think again. The previous administration in the White House had some ideas that would directly affect you. For example, there was a proposal to eliminate cost of living adjustments (COLAs) for current and future retirees under the Federal Employees Retirement System (FERS). They also floated a proposal to reduce COLAs for the Civil Service Retirement System (CSRS) annuitants by one half of one percent each year. Thinking of retiring before

the age of 62? Well, the former administration also had something in mind for you as well, a proposal that would have eliminated the Social Security supplement for FERS employees who retire before the age of 62.

The point I am trying to make, Brothers and Sisters, is that we are all in this together. Like it or not, elections have consequences, as we have learned. Politics and legislation have now become a way of life for the US Postal Service. And with one swipe of the pen, the Legislative and Executive Branches of the Federal Government can do away with things we have worked and bargained for.

If you are retired and have let your contribution to the LCPF lapse, give us a call, or if you are newly retired and have never given to LCPF, we are just a phone call away. If you have been around and never got a chance to sign up or if you are just getting started.... Well, you get the picture. We would love to have you sign up and join the fight. Give the office a call and a Branch officer will be happy to assist you with signing up. Hopefully with your help, my next article will be about the passage of the 2021 Postal Reform Act. Until then, be prepared.

Thank You!

On a more personal note, I would like to thank the branch membership, who at our October Branch meeting passed a motion that bestowed upon me the title of Branch 2184 President Emeritus. That the members thought enough about my tenure as Branch President that they would convey such an honor was very touching and one I will not soon forget. As I have said many times in the past and throughout my time as a Branch officer, it has been a privilege and an honor to serve and to represent the members of NALC Branch 2184.

-- Mark Judd
Executive Vice President



VP's Report

Covid-19 Memos Extended

EFEL leave ended on September 30, 2021.

By joint agreement ([M-01966](#)), several COVID-19 related memorandums of understanding have been further extended through December 31, 2021. These memoranda include: temporary expanded sick leave for dependent care ([M-01910](#)); temporary use of the 7:01 rule ([M-01913](#)); temporary workplace changes to promote social distancing ([M-01915](#)); temporary use of TCAs ([M-01916](#)); and the reinstatement of MOU Re: Temporary Additional Paid Leave for CCAs ([M-01911](#)).

Additionally, MOU: Reinstatement of Temporary Additional Paid Leave for CCAs ([M-01965](#)) explains that the terms of MOU Re: Temporary Additional Paid Leave for CCAs ([M-01911](#)), which has been reinstated, will be administered as if it had been in effect without interruption since the original effective date of March 18, 2020. This MOU will expire on December 31, 2021.

NALC and the Postal Service also agreed the local parties may mutually develop a sign-up process for full-time employees who previously did not, or could not, place their names on either the overtime desired list or work assignment list ([M-01963](#)), and an agreement to another temporary time limit extension on Step B and arbitration appeals ([M-01964](#)). Both agreements will expire on December 31, 2021.

Also extended through December 31, 2021, is a USPS memorandum ([M-01914](#)) which instructs managers and supervisors to allow liberal changes of schedule to accommodate employees who are dealing with childcare issues related to the pandemic. The memorandum also provides for liberal sick leave usage for employees who are sick and liberal annual and leave without pay (LWOP) to the extent operationally feasible, treats COVID-19 related leave as scheduled (as opposed to unscheduled) leave, and directs that leave taken for COVID-19 related reasons during this time is not to be cited in discipline for failing to maintain an assigned schedule.

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Vice President

CCA's can use Annual leave in lieu of Holiday Pay.

Parts of Article 11, Sections 3, 4 and 8 have been modified to reflect this benefit and read as follows: Section 3. Payment A. An employee shall receive holiday pay at the employee's base hourly straight time rate for a number of hours equal to the employee's regular daily working schedule, not to exceed eight (8) hours. Effective with the 2021 Independence Day holiday, employees who work their holiday, at their option, may elect to have their annual leave balance credited with up to eight (8) hours of annual leave in lieu of holiday leave pay.

Section 4. Holiday Work A. An employee required to work on a holiday other than Christmas shall be paid the base hourly straight time rate for each hour worked up to eight (8) hours. Effective with the 2021 Independence Day holiday, employees who work their holiday, at their option, may elect to have their annual leave balance credited with up to eight (8) hours of annual leave or receive the holiday pay to which the employee is entitled as above described.

B. An employee required to work on Christmas shall be paid one and one-half (1 1/2) times the base hourly straight time rate for each hour worked. Effective with the 2021 Independence Day holiday, employees who work their holiday, at their option, may elect to have their annual leave balance credited with up to eight (8) hours of annual leave or receive the holiday pay to which the employee is entitled as above described.

C. Deferred holiday leave credited in accordance with Section 4.A or 4.B, above, will be subject to all applicable rules for requesting and scheduling annual leave and shall be combined with annual leave and counted as annual leave for the purposes of annual leave carryover.

Section 8. City Carrier Assistant Holidays C. Payment CCAs shall receive holiday pay at the employee's base hourly straight time rate. The number of hours of holiday leave pay for a CCA will be determined by the size of the office in which he/she works: in 200 Workyear offices 8 hours, in POSTPlan

offices 4 hours an in all other offices 6 hours Annual leave earned and received by working a holiday is subject to all applicable rules for requesting and scheduling annual leave.

This leave is added to the employee's annual leave balance and is counted for purposes of annual leave carryover. Letter carriers who wish to exercise their option to receive annual leave instead of holiday pay must submit, to their supervisor, a completed PS Form 3971 indicating such by filling in or checking the "Holiday/AL Lv Exch" box in the "Type of Absence" section, make sure you sign and date and the supervisor sign and date the PS Form 3971 and make a copy for your records. Letter carriers who have any issues receiving this benefit should inform the steward immediately.

-- *Jacqueline McGregory*
Vice President

Bylaw Committee

Chairperson's Report:

The Branch 2184 ByLaw Committee team consists of Erik Venzke (Monroe), Tracy Mitchell (Trenton), Felicia Davis (Westland), Jackie McGregory (Dearborn Annex) and myself, Darryl Clay, (Dearborn Main) as the chairperson. The alternates are Jillian Hudgins, (Dearborn Annex) and Phil Ashford, (Inkster).

Our committee met multiple times over the last few months and went over all of our current Bylaws, which have not been updated since April of 2013. We have discussed each Bylaw in great detail and have made recommendations for some Bylaws to be changed.

When examining the wages for each Branch 2184 officer, our committee used comparable sized branches across the country in determining what each officer should be making while performing work on behalf of our membership. We used data from the department of labor's website and unionreports.gov.

Our branch has grown since 2013 with the merger of Allen Park (formerly Branch 4779). The

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recommended Bylaw changes properly address the outdated Bylaws from eight years ago.

As required by Article 15 of the NALC Constitution, the proposed Bylaw changes will be submitted and discussed at the November 3rd, 2021 membership meeting and voted on at the December 1st, 2021 membership meeting.

We have worked closely with brother Assistant Secretary Treasurer Paul Barner at NALC Headquarters through this process. I will speak more on the proposed changes at the November 3rd, 2021 membership meeting.

I would like to thank the Bylaw committee for their time and hard work, and I encourage the membership to support each proposed Bylaw change.

-- Darryl Clay

Chairperson, Bylaw Committee

Building Committee Report

Committee Members:

Chairperson - Erik Venzke

Members - Jackie McGregory, Jillian Hudgens, Mark Owen, Tonya Rutledge

Alternates - Darryl Clay, Tracy Mitchell

The Building Committee was formed by Branch 2184 President Walter McGregory and commissioned with the exploration of a possible sale of the Branch 2184 Union Hall after receiving unsolicited offers to purchase the building. A special meeting was held on 10/13/2021 in which a detailed report was presented to the membership by the building committee with our findings, which is summarized in this article.

The committee did an extensive review of comparable properties and properties for potential purchase in the event of sale taking into consideration, price, square footage, hall space, and location.

The Branch had received two offers for the potential purchase. After speaking with the representatives of the potential buyers the committee negotiated some concerns. The committee unanimously agreed to recommend that the membership allow the Branch to negotiate the sale of the property with the

offer from Puzzle Group Law and enter into an agreement as proposed in their Letter of Intent to Purchase, which is summarized as follows:

- Purchase price \$1.5 million
- \$75,000.00 in escrow to be credited towards the purchase price upon closing.
- \$50,000.00 of the deposit shall be released and become non-refundable immediately to the Seller.
- Conditions Buyer shall purchase the building "As Is - Where Is"
- Exclusivity period - 12 months and may be extended another 3 months guaranteeing the additional \$25,000.

The offer is well above market value with a guarantee of non-refundable funds (\$50,000.00 and possibly \$75,000.00) for the mere right to purchase. The committee feels this to be a more than generous offer and therefore recommends allowing the Branch to enter into negotiations for the sale of our building.

-- Erik Venzke

Building Committee Chairperson

Branch 2184 Web Site

www.nalc2184.org

Contract Agreement

"FMLA" forms

OWCP Information

Carrier Pay Chart

CCA Information

2184 Memo of Understanding

National Agreement

Grievance Forms

Grievance Guidelines

Grievance Issue Statements

JCAM, MRS, M-39, M-41

Newest Covid 19 Relief Plan

Retirement Information

Your Rights and the Workplace

Are You Sure About That?

In this highly charged and politically misinformed era of finger pointing and pompous pronouncements about alleged violations of personal "rights," some USPS employees have unfortunately been caught up in the nonsense being relentlessly spewed on social media, television, and other sources of misinformation such as self-appointed Facebook experts. So, to set the record straight about your workplace rights – what they are and what they are NOT, here are some common examples of misinformation as well as a few important things to keep in mind.

They Can't Require Me to Wear a Mask!

YES, they can. Any employer, in this case the Postal Service, has 1) every right to make and enforce policies and rules pertaining to the workplace and its employees, and 2) has both the right and the obligation – as set forth in our Collective Bargaining Agreement, to provide a safe working environment for all of its employees. The USPS mask mandate in specific situations is a condition of employment and is a more than appropriate and reasonable manner of responding to this obligation. Please do not confuse minor personal inconvenience with so-called "tyranny."

They Can't Require Me to get a Vaccination!

YES, they can. They also can require employees to provide evidence of negative Covid-19 testing, if deemed necessary. A few months ago, another postal union, the APWU, made a silly, unnecessary, and pandering announcement to its members about its opposition to vaccination mandates for USPS employees. Some have clamored for the NALC to do the same. However, our union's National leadership has wisely and much more thoughtfully has chosen to take a fact and evidence-based approach instead of making knee jerk pronouncements that have zero intrinsic value or usefulness. If

additional information becomes available, the NALC will review and bargain over any rulings and USPS policies that affect its members.

Regarding an employing agency's right to require vaccinations of its employees; this has been repeatedly upheld when legally challenged. You may or not agree. However, employers generally have broad authority and discretion with this and similar matters.

My "First Amendment Rights" Allow Me to Say Whatever I Want

NO, they don't, especially in the workplace. The First Amendment to the United States Constitution is quite often tossed around in a cavalier and outright ignorant manner by those that lack actual knowledge and understanding of what it says and especially what it means. **The right to free speech conveys no protection whatsoever from the consequences of such speech.** It also ends when you enter the workplace, where you are subject to the rules of the employer. Additionally, the M-41 Handbook (City Letter Carriers Duties and Responsibilities), section 112.25 provides that letter carriers must "attend diligently and quietly to work and refrain from loud talking or profane language."

You do have the contractual right to talk quietly as long as you are working while doing so. However, always keep in mind that nobody really cares about what you think about any hot button issue or subject. Is it really necessary that you annoy those around you with your unwanted personal opinions? Before speaking in the workplace – or anywhere in life for that matter, always ask yourself three questions. Is it true? Is it necessary? Is it kind?

The Union's Role

Finally, a harmonious workplace atmosphere is best created by employees that are respectful and mindful of the wide diversity of opinions held by others. As such, your own opinions about any non-work issue are best kept out of the workplace environment. If you have a legitimate concern about a work-related issue, that is what your union and its representatives are there for. The union's response to your concern may or may not agree with your per-

sonal beliefs, but it will always have a valid and correctly applied contractual foundation. Stewards are taught to prove their points and then point to their proof. Personal opinions are NOT a substitute for this.

Always know that your Union, the NALC, as well as Branch 2184 and its representatives have one core responsibility and mission. This is to enforce and defend your **Contractual Rights** in a manner which is consistent, unbiased, and that holds the employer – the United States Postal Service, to their responsibilities toward ALL of its employees.

In closing, please remember that it is not always about you. Instead, it is about ALL of us. We the People are the approximately 330,000,000 citizens of the United States of America. You the person are but one of those citizens. Your rights matter, but no more and no less than those of anyone else.

-- Joe Golonka
 Chairperson
 Branch 2184 Contract Administration



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

**BRANCH 2184 MEETING NOTICE
 ALL BRANCH 2184 MEMBERS:**

Until further notice, all of Branch 2184's Regular Membership Meetings will be conducted by Teleconference.

These meetings will take place on the first Wednesday of each month and will begin at 7:30 p.m.

All active and retired Branch 2184 members are encouraged to participate. To do so, please call 1-234-203-2766. When prompted, enter the access code, which is 310-744-427. Once you are connected to the meeting, please MUTE your phone.

Meetings will include Officer reports, Contractual information, and other business of the Branch.

**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.

Even during this pandemic, you can still make donations to the uniform bank by bringing in gently used uniforms and gear to your office. Give it to your steward and he/she will make sure your donation gets to the Branch 2184 office.

Lets make our new members feel welcome.

**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

PROPOSED BYLAWS CHANGE

Article VI, Section 1(b).

Current language: The President shall be a full-time officer and will be paid top level top grade of letter carrier wages, plus three dollars (\$3) per hour. The President will be entitled to all regular letter carrier benefits. Leave (AL/SL) in excess of 440 hours at the end of pay period 26 each year will be forfeited. Upon leaving office this officer shall be paid on a biweekly basis accrued annual/sick leave not to exceed 440 hours total leave. The Branch will pay the cost of the President's benefits normally paid by the Postal Service.

Change to: The President shall be a full-time officer and will be paid **the top level of the top grade of letter carrier wages (carrier technician rate), if active carrier plus six dollars (\$6) per hour. If retired, the President will receive retiree rate plus \$6.00 per hour.** The President will be entitled to all regular letter carrier benefits. Leave (AL/SL) in excess of 440 hours at the end of pay period 26 each year will be forfeited. Upon leaving office this officer shall be paid on a biweekly basis accrued annual/sick leave not to exceed 440 hours total leave. The Branch will pay the cost of the President's benefits normally paid by the Postal Service.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article VI, Section 2(b).

Current language: The Executive Vice President shall be a part time officer and will be paid top level top grade of letter carrier wages, plus one dollar and fifty cents (\$1.50) per hour. The Executive Vice President shall be scheduled to work at the Branch a minimum of 16 hours per week or as determined by the President. The Executive Vice President will be entitled to reimbursement for lost carrier benefits. The Branch will pay the cost of the Executive Vice President's benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

Change to: The Executive Vice President shall be a part time officer and will be paid **the top level of the top grade of letter carrier wages (carrier technician rate), if active carrier plus three dollars (\$3) per hour. If retired, the Executive Vice President will receive retiree rate plus \$3.00 per hour.** The Executive Vice President shall be scheduled to work at the Branch a minimum **8 hours** per week or as determined by the President. The Executive Vice President will be entitled to reimbursement for lost carrier benefits **if active.** The Branch will pay the cost of the Executive Vice President's benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article VI, Section 3(b).

Current language: The Vice President will be paid at his/her regular rate of pay plus one dollar (\$1.00) per hour. The Vice President shall be on a part time basis or as determined by the President. The Vice President shall be entitled to reimbursement for lost carrier benefits. The Branch will pay the cost of the Vice President's benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

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Change to: The Vice President will be paid at his/her regular rate of pay, **if active** plus **two dollar (\$2.00)** per hour. **If retired the Vice President will receive the retiree rate plus (\$2.00) per hour.** The Vice President shall be on a part time basis or as determined by the President. The Vice President shall be entitled to reimbursement for lost carrier benefits **if active.** The Branch will pay the cost of the Vice President's benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article VI, Section 4(b).

Current language: The Recording Secretary will be paid at his/her regular rate of pay plus fifty cents (50). The Recording Secretary shall be on a part time basis or as determined by the President. The Recording Secretary shall be entitled to reimbursement for lost carrier benefits. The Branch will pay the cost of the Recording Secretary benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

Change to: The Recording Secretary will be paid at his/her regular rate of pay **if active** plus **one dollar (\$1.00)** per hour. **If retired the Recording Secretary will receive retiree rate plus (\$1.00) per hour.** The Recording Secretary shall be on a part time basis or as determined by the President. The Recording Secretary shall be entitled to reimbursement for lost carrier benefits **if active.** The Branch will pay the cost of the Recording Secretary benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article VI, Section 5(b).

Current language: The Financial Secretary-Treasurer will be paid at his/her regular rate of pay plus fifty cents (50). The Financial Secretary-Treasurer shall be on a part time basis or as determined by the President. The Financial Secretary-Treasurer shall be entitled to reimbursement for lost carrier benefits. The Branch will pay the cost of the Financial Secretary-Treasurer benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

Change to: The Financial Secretary-Treasurer will be paid at his/her regular rate of pay **if active** plus **one dollar (\$1.00)** per hour. **If retired the Financial Secretary-Treasurer will receive the retiree rate plus (\$1.00) per hour.** The Financial Secretary-Treasurer shall be on a part time basis or as determined by the President. The Financial Secretary-Treasurer shall be entitled to reimbursement for lost carrier benefits **if active.** The Branch will pay the cost of the Financial Secretary-Treasurer benefits normally paid by the Postal Service, including Thrift Savings Plan contributions. Remaining USPS leave lost while performing duties for the Branch in a Leave Without Pay status will be paid yearly at the conclusion of pay period 26. The LWOP balance will be maintained by the Branch.

Darryl Clay - Erik Venzke - Tracy Mitchell

Proposed Bylaws Change

Article V, Section 3(a).

Current Language: The Recording Secretary will be responsible for distributing acceptance and qualification forms and Bylaws provisions. Nominees who do not indicate their acceptance and qualification in writing within ten (10) days after the official closing of the meeting shall have forfeited their candidacy.

Change To: The recording Secretary will be responsible for distributing acceptance and qualification forms and Bylaws provisions. **It will be the responsibility of nominees for all positions to obtain, complete and return acceptance and qualification forms within ten (10) days after the official closing of the meeting.** Nominees who do not indicate their acceptance and qualification in writing within ten (10) days after the official closing of the meeting shall have forfeited their candidacy.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article III, Section 2.

Current language: Special meetings shall be called by the President, upon the written request of 30 members in good standing, or by vote of the Branch. Notification of such meetings, stating the object of the call, shall be given the members by the Recording Secretary as directed by the Branch.

Change to: Special meetings shall be called by the President, upon the written request of **25** members in good standing, or by vote of the Branch. Notification of such meetings, stating the object of the call, shall be given **to** the members by the Recording Secretary as directed by the Branch.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article XIV, General

Current language: That the current Bylaws Committee be authorized to substitute correct verbiage where necessary, so that these Branch #2184 Bylaws conform to the current NALC Constitution, the National Agreement, existing minutes and NLRB regulations. Any changes made shall be in compliance with the original intent of the Bylaws.

Change to: That the current Bylaws Committee **be** authorized to substitute correct verbiage where necessary, so that these Branch #2184 Bylaws conform to the current NALC Constitution, the National Agreement, existing minutes and NLRB regulations. Any changes made shall be in compliance with the original intent of the Bylaws.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article V, Section 8.

Current Language: Installation of elected officers shall be held at the regular Branch meeting January.

Change to: Installation of elected officers shall be held at the regular Branch meeting **in** January.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article IV, Section 5c.

Current language: A member in a leave without pay status to serve as a full-time officer and to whom the Civil Service Retirement System is applicable shall be paid additional income to offset the Social Security taxes paid by the officer.

Change to: Delete. (These Bylaws were written/adopted to accommodate past officers that were under the CSRS).

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article IV, Section 5(d).

Current: Article IV, Section 5(d).

Change to: Article IV, Section 5(c).

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article IV, Section 5(e).

Current: Article IV, Section 5(e).

Change to: Article IV, Section 5(d).

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article VI, Section 12(e).

Current language: Any officer will receive an annual sum equivalent to twenty-four hours of wages, to be paid in December and contingent upon submission of a voucher and attendance at a Contract Enforcement (Steward) meeting during each of ten or more months during that calendar year, and ten or more Executive Board Meetings. Officers will not be penalized if they are on approved leave. Officers who are also Step A representatives of Stewards will not receive double payments.

Change to: Any officer actively doing contract enforcement duties assigned by the president will receive an annual sum equivalent to twenty-four hours of wages, to be paid in December and contingent upon submission of a voucher and attendance at a Contract Enforcement (Steward) meeting during each of ten or more months during that calendar year, and ten or more Executive Board Meetings. Officers will not be penalized if they are on approved leave. Officers who are also Step A representatives of Stewards will not receive double payments.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article VI, Section 15.

Current language: The President may appoint an editor to have supervise and have published on a regular basis the Official Branch Publication for a term of office equal to the term of the President.

Proposed language: The President may appoint an editor to supervise and have published on a regular basis the Official Branch Publication for a term of office equal to the term of the President.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article XIV, Section 2.

Current language: These Bylaws may be altered or amended by a two-thirds (2/3) vote of the members present and voting at a regular or special meeting called for that purpose, provided that all proposed alterations or amendments be in writing, signed by three (3) members in good standing and be presented at least one (1) regular meeting previous to the one at which final action is taken.

Proposed language: These Bylaws may be altered or amended by a two-thirds (2/3) vote of the members present and voting at a regular or special meeting called for that purpose, provided that all proposed alterations or amendments be in writing, signed by three (3) members in good standing and be presented in at least one (1) regular meeting previous to the one at which final action is taken.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article III, Section 4.

Current language: Thirty (30) members shall constitute a quorum at regular and special meetings.

Change to: Twenty-five (25) members shall constitute a quorum at regular and special meetings.

Darryl Clay - Erik Venzke - Tracy Mitchell

PROPOSED BYLAWS CHANGE

Article XV, Order of Business

Current language: The Order of Business at Regular Branch Meetings shall be:

1. Roll Call of Officers
2. Reading of Minutes of Previous Meeting
3. Reading of Communications, Notices, etc.
4. Report of the Financial Secretary-Treasurer
5. Application for Membership
8. Reports: Standing Committees
Special Committees
Trustees
Officers
10. Unfinished Business
11. New Business
14. Adjournment

Change to: The Order of Business at Regular Branch Meetings shall be:

1. Roll Call of Officers
2. Reading of Minutes of Previous Meeting
3. Reading of Communications, Notices, etc.
4. Report of the Financial Secretary-Treasurer
5. Application for Membership
6. Reports: Standing Committees
Special Committees
Trustees
Officers
7. Unfinished Business
8. New Business
9. Adjournment

Darryl Clay - Erik Venzke - Tracy Mitchell

On Sept. 9, President Biden issued two executive orders regarding COVID-19 vaccines. One requires all federal employees to be vaccinated against COVID-19 and the other requires all federal contractors to be vaccinated. In addition to these executive orders, President Biden also announced that the Department of Labor is developing an emergency rule requiring all employers with 100 or more employees to require their workers to be fully vaccinated or show a negative COVID-19 test at least once a week.

"If we raise our vaccination rate, protect ourselves and others with masking and expanded testing, and identify people who are infected, we can and we will turn the tide on COVID-19," President Biden said.

Currently, it is unclear how the executive orders and emergency rule will affect **letter carriers and the Postal Service**. As more information becomes available, NALC will review and bargain over any rulings that affect our members.

Contract Corner:

Military Leave

Many USPS employees serve our country as members of military reserve or National Guard units. The Employee and Labor Relations Manual (ELM) section 517.11 states that "The Postal Service supports employee service in the Reserve or National Guard, and no action is permitted to discourage either voluntary or involuntary participation." USPS employees, whether career or non-career, MUST be allowed to participate in drills or meetings scheduled by the National Guard or Reserve Units of the United States armed forces. This also includes training periods and any active duty ordered by the National Guard or by United States armed forces reserves.

Career Postal Service employees, both full time and part time, are eligible for paid military leave. Non-career employees must be permitted to be absent but are not eligible for paid military leave. When requesting military leave, an employee should complete PS Form 3971 as soon as possible before the period of absence. Upon return from military duty, the employee should provide a copy of their military orders or other appropriate documentation to show that the duty was performed. Military leave may be taken on an intermittent basis, as is often the case with weekend drills.

Fulltime USPS career employees receive 15 calendar days (120 hours) of paid military leave each fiscal year, and an employee may carry over up to one year's allotted but unused military leave from one fiscal year to the next. An employee must be in a pay status (work or paid leave) either immediately prior to immediately after the end of military duty to receive military leave pay. Finally, an employee needing absences for military training or active duty beyond their yearly allowance of military leave can use annual leave OR leave without pay (LWOP), at the employee/s option.

Night Differential Pay

Night Shift Differential pay is defined in Article 8, section 7 of the NALC/USPS Collective Bargaining Agreement as follows: "For time worked between the hours of 6:00 p.m. and 6:00 a.m., a career employee shall be paid additional compensation at the

applicable flat rate dollar amount at each pay grade and step in accordance with Appendix A attached hereto." Appendix A is found in our Contract books immediately following the final numbered Article (Article 43) of the Contract. Additionally, despite the "career employee" language above, Night Shift Differential pay also applies to work performed by City Carrier Assistants (CCAs).

There are two Night Differential rate tables in Appendix A; the first (Table three) applies to fulltime regular and part time flexible career employees. For fulltime regular carriers in pay Table 1 (career appointment date prior to January 12, 2013) or pay Table 2 (career appointment date on or after January 12, 2013) of the City Carrier pay schedules, the additional flat hourly rate in the current (2019-2023) Contract ranges from \$1.00 to \$1.63 per hour, depending on the pay Table and step. For part time flexible carriers, the additional flat hourly rate in the current (2016-2019) Contract ranges from \$1.23 to \$1.69, depending on step. For CCAs, the additional flat hourly rate in the current (2016-2019) Contract is \$1.23.

Finally, the payment of the flat hourly rate Night Shift Differential applies regardless of other pay status during an employee's scheduled work hours. Thus, an employee working while in an overtime or penalty overtime status during the hours of 6:00 p.m. through 6:00 a.m. will have the flat rate hourly Night Shift Differential pay added to their pay. Although the language of Article 8, section 4.F provides that premium pay rates cannot be "pyramided" and that only the higher rate applies, Night Shift Differential pay is not considered as premium pay.

Cell Phones

We continue to receive reports at the Branch 2184 office of letter carriers being instructed to use their personal cell phones to call in for instructions or other purposes. Such instructions are improper and are outside management's scope of authority. Of note, often a letter carrier will find it is more convenient to use their personal cell phone to communicate with management. This is fine, as long it is done voluntarily and is not compelled through a direct management instruction or by other means.

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However, USPS employees **are not required** under any circumstances to use their personal phones for ANY employment-related business – or to even have a phone, for that matter. Your phone is your personal property and its use should normally be limited to your own private business. The Postal Service does not pay your phone bill.

If management wants you to use a phone for purposes of receiving work-related instructions, they should provide you with a phone – at their expense. Article 41, section 3.E. of the Collective Bargaining Agreement provides that “When the Employer requires the use of certain supply items for the proper performance of a carrier’s functions, such items will

be supplied by the Employer.”

Moreover, management has other ways of communicating with letter carriers that are out delivering mail, such as with the Mobile Delivery Devices (scanners). Do keep in mind that it is a letter carrier’s responsibility to notify management if they will need more time than previously authorized to complete all assigned duties. However, a letter carrier is not required to use their personal cell phone for this purpose and should not do so. If management persists with an instruction to use your personal phone for communicating with them, request to see your steward.

-- *Joe Golonka*
Chairperson
Branch 2184 Contract Administration Unit

Scholarship Winners

At the September 27th Executive Board meeting this year's Branch Scholarship winners were selected. Congratulations to:

- 1) **Isabella Brent**, daughter of Shane L. Brent of Lincoln Park.
- 2) **Logan McKinney**, son of Shasta Murphy of Monroe.
- 3) **Ayanna Villanueva** Daughter of MaryAnne Villanueva of Dearborn Main.
- 4) **Dradny Ray** son of Brittany Ray-Childress of Grosse Ile.

On behalf of the Branch we wish you much success in your future.

MDA Committee Report

Committee Members:

Chairperson: Mark Owen

Members - Symone Coleman, Joan Hicks-Jackson, Jillian Hudgens, Mike Tredway Alternates - Katrina Jones, Danita Smith

This MDA Committee was formed by Branch 2184 President Walter McGregory and Vice President Jackie McGregory for the sole purpose to support the NALC's official charity - Muscular Dystrophy Association.

This committee is tasked to construct and im-

plement various forms of fundraising for MDA. Unfortunately, due to the pandemic, many forms of traditional fundraising may not be available, and we seek to be creative in pursuit of helping this worthy cause.

The immediate programs we will be participating in are a popcorn fundraiser and various raffles. Unfortunately, during the past couple of years our fundraising has been minimal due to extenuating circumstances, so we are trying to finish this year strong and then continue that momentum into the coming year!

-- *Mark Owen*
Chairperson MDA Committee

WELCOME

New Branch 2184 Members

Chiyequel Ashford	CCA	Westland
Chase Atkinson	CCA	Taylor
Mohamad Baalbaki	CCA	Dearborn Main
Anita Badgett	CCA	Dearborn Annex
Myles Ballard	CCA	Derborn Heights
Kylan Barney	CCA	Dearborn Heights
Whitney Blue	CCA	Allen Park
Jesse Boggs	CCA	Allen Park
Hershel Boose	CCA	Dearborn Annex
Khadijah Clark	CCA	Dearborn Main
Shanelle Ellis	CCA	Dearborn Heights
Christopher Ellison II	CCA	Monroe
James Hudgens	CCA	Canton
Abdelali Kadid	CCA	Trenton
Johnny Murphy III	Reg	Taylor
Harshit Patel	CCA	Canton
Alexy Rudolph	CCA	Belleville
Majorie Schannault	CCA	Allen Park
Steven Schrupp	CCA	Allen Park
Maryam Shelton	CCA	Dearborn Main
Zachery Thomas	CCA	Monroe
Brittany weaver	CCA	Dearborn Annex
Christopher Wilson	CCA	Westland
Hussein Yassine	CCA	Dearborn Heights
Jacob Duran	CCA	Allen Park
Cheryl Mexico	CCA	Trenton

The NALC Health Benefits Plan

The period of Health Benefits open enrollment is upon us once again. Beginning on Monday, November 8 through Monday, December 13 letter carriers will have the opportunity to enroll in the NALC Health Benefits Plan. I remember my own enrollment more than 40 years ago, and it is a decision I have never regretted.

I chose NALC Health Benefits Plan during my orientation when being hired into the Dearborn Heights Post Office as a letter carrier in 1981. At that time, I sat down with one of my Union brothers, who talked to me about the various plans available, what was offered with each, and their costs. He explained the affordability and comprehensive coverage offered with the NALC Health Benefits Plan and how it compared equally or even better than many other plans from Federal Employee Health Benefits insurers.

This remains as true for letter carriers today as it was during my enrollment. It is crucial to note that NALC Health Benefits Plan has existed for over 70 years, **and it is the only not-for-profit FEHB**

insurer owned and operated by Union letter carriers. This means that it keeps our best interests and health concerns at the forefront and makes sure to maximize our premium dollars to the fullest. At Branch 2184 meetings many of you have heard our own President Walt discuss how his choice to switch from his previous FEHB insurer to NALC Health Benefits Plan saved thousands of dollars annually in premiums for his family, and how he regrets not making the change sooner.

This open enrollment season, letter carriers will receive mailings explaining the various plans available, and you should take the time to review the costs and coverage associated with each. This information is available online at the NALC website as well. Of course, only you can determine what will work best for your needs and your budget, but I personally recommend taking a closer look at what NALC Health Benefits Plan can offer you in coverage and savings. It is a plan that I have been happy with for almost 41 years and plan to stick with well into the future. Now as a retiree with both NALC Health Benefits Plan and Medicare, I have found my own medical out-of-pocket expenses reduced to almost nothing between the two plans and their exten-



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Carl Ramsey

313-659-8827 (voice & text)

sive coverage.

Please be advised you should always take advantage of all preventative care offered by whatever plan you choose (much of this is at absolutely no cost to you with NALC Health Benefits Plan). Early diagnosis is the key to getting ahead of any future health challenges.

-- Jim Powell

Health Benefits Representative

NALC Mutual Benefit Association

The United States Letter Carriers Mutual Benefit Association (MBA), founded in 1891, was created for the benefit of National Association of Letter Carriers members and their families. The MBA is the life insurance division of the NALC. Insurance plans and other products offered by the MBA are designed to give the more than 6,200 NALC members and their families using them the best possible protection for the lowest cost. In the October issue of *The Postal Record*, there is a seven-page informational article

breaking down all insurance plans offered.

They also cover family retirement savings plans, Hospital Plus plans, annuities and more. Contributions to your plans can either be made at your discretion or automatically deducted from your salary. It's important to note while not all plans are available to CCAs, MBA stepped in to ensure that CCAs had an opportunity to save money for their futures by creating the NALC CCA Retirement Savings Plan tailored specifically for carriers starting their careers. When CCAs are converted to career status, they can keep the account or roll their traditional IRA savings into the Thrift Savings Plan. The MBA will waive the surrender charge in this instance only.

Please find time to review this article to find the many insurance and savings products available to you and your family. The Branch 2184 office has brochures that provide further information, and you may also call (800) 424-5184 to speak with a licensed agent Tuesdays and Thursdays, 8:00 AM - 3:30 PM ET.

-- Jim Powell

Health Benefits Representative

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Tod Lilla
Mark Owen
Karen Russell
Kris Shaw

Belleville

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

Dearborn Main

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

Dearborn Annex

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

✓ Jerry Taylor

- ✓ Cathy Tondreau (R)
- ✓ Joseph Vitie (R)
- ✓ Anthony Whitley
- ✓ Steven White
- ✓ Larom Williams

Dearborn Heights

- Roger Corpolongo (R)
- ✓ Hassan Ghoteimi
- ✓ Jerry Holowka (R)
- ✓ Ian Mair (R)
- ✓ James Powell (R)
- ✓ Pamela Sellers
- ✓ Alan Swintek (R)
- Christopher Tostige (R)
- ✓ Denise Viola
- ✓ Jim Wolstencroft (R)

Dundee

- ✓ Jerome Mannlein (R)

Flat Rock

- ✓ Lillian Bogosian
- ✓ Larysa Larson

Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Mary Renaud (R)
- ✓ Gloria Warthen

Inkster

- Phil Ashford
- ✓ Ibrahim Ashaif
- ✓ Robert Clark
- ✓ Thad Dillard (R)
- ✓ Carl Gibbs (R)
- ✓ Scherrie Lacey
- Diana Taylor
- ✓ Tyke Reid

Lincoln Park

- ✓ Thelma Balogh (R)

✓ Arleen Blanchard

- ✓ Laura Fitzgerald
- ✓ Paula Hall
- ✓ Ronald Hausch (R)
- ✓ Nicholas Longo
- Patricia Manning (R)
- Timothy Manning (R)
- William Mason (R)
- ✓ Nicole Pace
- ✓ Karen Purvis (R)
- ✓ David Reise (R)
- ✓ Barbara Scaggs (R)
- ✓ Scott Watts

Monroe

- ✓ Shavon Alexander
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
- ✓ Erik Venzke

Northville

- ✓ Elizabeth Bays
- ✓ Jose Hardrick
- ✓ Ricky Hatfield
- ✓ Janet Klein (R)
- ✓ Sara Need
- ✓ Jennifer Rake
- Mark Miller

- ✓ Janice Mitchum
- Loianne Vester
- ✓ Valerie Watkins

Plymouth

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

Taylor

- ✓ Adeyinka Adeduntan

✓ John Andras

- ✓ Keith Benedict
- ✓ Patricia Davis (R)
- ✓ Craig Finney
- ✓ Dawn Gable
- ✓ Roger Gilliam
- ✓ Alexander Heatherly
- ✓ Jason Josaitis
- ✓ Ryan Judd
- ✓ James Kelly (R)
- ✓ Karen Lee
- Frances McGuchin (R)
- ✓ Ray Michaux

✓ Walter Modelski (R)

- ✓ Timothy Murray
- ✓ Alyssa Nieves
- ✓ Bob Parisi
- ✓ Anjeanette Parks
- ✓ Joseph Rodriguez
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)

- ✓ Suzanne Stevens (R)
- ✓ Elizabeth Truskowski
- ✓ Jeanie Youtsey

Temperance

- ✓ Kari McLachlin

Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwen Heffinger (R)
- ✓ Tracy Mitchell
- ✓ Casey Pennington
- ✓ Jeffery Webb
- ✓ Douglas William

Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Ananias Epps

Fund Contributors

- | | |
|--|---|
| <ul style="list-style-type: none"> ✓ Albert Gilliespie ✓ Cynthia Harris <li style="padding-left: 20px;">Katrina Jones David Lehman (R) <li style="padding-left: 20px;">David Marshall ✓ Walter McGregory ✓ Ladonna Miller ✓ David Rumley ✓ Edward Sikora (R) <li style="padding-left: 20px;">✓ Aaron Toth ✓ Nakia Whitfield | <ul style="list-style-type: none"> ✓ John Hite <li style="padding-left: 20px;">John Meleski (R) ✓ Tamekia Poindexter ✓ Bonnie Price (R) ✓ Tyler Haverstick ✓ Ramon Robinson |
|--|---|
- Ypsilanti**
- | | |
|---|--|
| <ul style="list-style-type: none"> ✓ Joe Golonka (R) | <ul style="list-style-type: none"> ✓ Paul Bordine ✓ Timothy Bowsher (R) ✓ Nancy Cadorin <li style="padding-left: 20px;">Jennifer Currie ✓ Paul Debruyne |
|---|--|

Canton

✓ Check mark indicates you are signed up for automatic contributions.
R = Retired members.

- ✓ Alan Grajczyk
 - ✓ Patricia Neeley
 - ✓ Mark Obermiller
 - ✓ Donovan Pettway
 - ✓ Richard Rider (R)
 - ✓ Dave Rowland
 - ✓ Danita Smith
 - ✓ Gregory Snead
 - ✓ Paul Strauss
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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 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 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

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”





SIGN ME UP!

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

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

Enroll by Phone

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

Enroll Online

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

Enroll by Mail

Complete this form and send to:

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

I, _____ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my *monthly* annuity payments:
 \$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.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Aug. 28, 2021 (July 2021 COLA)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
TBA*	January COLA	TBD
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

Back pay adjustments for the two general wage increases and three COLAS will be calculated and paid by USPS as soon as practicable.

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	56,710	61,039	61,139	64,236	64,686	65,138	65,583	66,029	66,481	66,918	67,372	67,824	68,268	68,726	69,171	452
Carrier Technician**	57,901	62,321	62,423	65,585	66,044	66,506	66,960	67,416	67,877	68,323	68,787	69,248	69,702	70,169	70,624	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	28.36	30.52	30.57	32.12	32.34	32.57	32.79	33.01	33.24	33.46	33.69	33.91	34.13	34.36	34.59	
Carrier Technician**	28.95	31.16	31.21	32.79	33.02	33.25	33.48	33.71	33.94	34.16	34.39	34.62	34.85	35.08	35.31	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.26	29.35	29.39	30.88	31.10	31.32	31.53	31.74	31.96	32.17	32.39	32.61	32.82	33.04	33.26	
Carrier Technician**	27.84	29.96	30.01	31.53	31.75	31.97	32.19	32.41	32.63	32.85	33.07	33.29	33.51	33.74	33.95	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N		O
City Carrier (Grade 2)	42,542	44,443	46,345	48,247	50,150	52,050	53,955	55,858	57,759	59,661	61,564	63,464	65,369	67,270	69,171	1,901	
Carrier Technician**	43,435	45,376	47,318	49,260	51,203	53,143	55,088	57,031	58,972	60,914	62,857	64,797	66,742	68,683	70,624	1,941	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.45	21.27	22.22	23.17	24.12	25.08	26.03	26.98	27.93	28.88	29.83	30.78	31.73	32.68	33.64	34.59	
Carrier Technician**	20.88	21.72	22.69	23.66	24.63	25.60	26.57	27.54	28.52	29.49	30.46	31.43	32.40	33.37	34.34	35.31	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.45	21.37	22.28	23.20	24.11	25.02	25.94	26.85	27.77	28.68	29.60	30.51	31.43	32.34	33.26		
Carrier Technician**	20.88	21.82	22.75	23.68	24.62	25.55	26.48	27.42	28.35	29.29	30.22	31.15	32.09	33.02	33.95		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA		BB	AA
City Carrier (Grade 2)	18.51	19.01	City Carrier (Grade 2)	20.00	20.50
Carrier Technician (add 2.1%)	18.90	19.41	Carrier Technician (add 2.1%)	20.42	20.93
Steps (From BB to AA) in weeks	52		Steps (From BB to AA) in weeks	52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.



BRANCH 2184 • WESTERN WAYNE COUNTY, MI
NATIONAL ASSOCIATION OF LETTER CARRIERS • AFL-CIO
6969 Monroe
Taylor, MI 48180



NEWS

October 04, 2021

2021 FEHB Open Season

The Office of Personnel Management (OPM) officially announced the dates for the 2021 Federal Benefits Open Season which will run from **Monday, November 8 through Monday, December 13, 2021.**

This open season is for the **2022** plan year of federal benefit programs.