

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October 2023

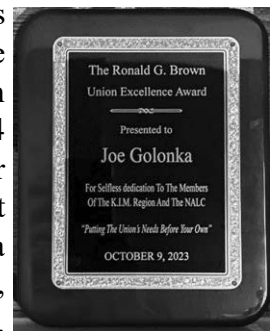
President's Report

KIM TRAINING

On Saturday October 7, 2023, through Monday October 9th, 2023, thirty-one (31) of your Contract Enforcers of Branch 2184, Officers, Stewards and Formal A designees took time out of their day to receive training put on by our NBA David Mudd and his two RAAs Ronnie Roush and Kyle Inosencio. Classes started at 10:00am and ended on Sunday around 5:00pm. On Columbus Day Monday October 9, 2023, The Rap session began at 9:00am. National President Brian Renfroe was the special guest to speak to region 6 about what was going on at the headquarters level with NALC. We are still negotiating on a new contract with our employer and are getting ready for interest arbitration if the parties are unable to come to a tentative agreement. 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 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 along with thirty other Branch 2184 brothers and sisters witness our very own 50 Year Gold Card Member, long time NALC Union Activist and one of my original mentors, brother Joe Golonka receive this award on Monday, October 9th, 2023, from the Godfather of Region 6 himself, Ron Brown. Of note, only two other members of Branch 2184 have received this award and that is President Emeritus Mark Judd, who received it in October 2011, and the late Michele Szafran, 2019 (Former Branch Trustee).



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Branch 2184

Western Wayne County, MI

National Association

of Letter Carriers

AFL - CIO

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Taylor, MI 48180-1815

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NALC2184@sbcglobal.net

Web Site www.nalc2184.org

Office Hours:

8:00 a.m. - 5:00 p.m.

Monday through Friday

Calendar

Branch Meetings:

Dec 6th, 2023

(7:30 p.m. - Union Hall)

Retirees Meetings

Dec 13th, 2023

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

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Officers

President.....	Walt McGregor
Executive VP	Jacqueline McGregor
Vice President	Darryl Clay
Recording Secretary.....	Melvin MacDonald
Financial Secretary Treas	Cathy Tondreau
Sergeant at Arms	Phil Ashford
Retirees Officer	Leonard Zawisa
Health Benefits Rep	Jim Powell
MBA Representative.....	Erik Venske
Trustee.....	Tracy Mitchell
Trustee.....	Dave Reise
Trustee.....	Felicia Davis
Editor.....	Leonard Zawisa
Arbitration Advocate.....	Walt McGregor
Route Adjustment Specialist.....	Dave Reise
Branch Scribe.....	Joe Golonka
Injury Compensation.....	Erik Venske
Injury Compensation	Joe Golonka
Web Page Design	Jim Hales

Branch Contract Administration Unit

Joe Golonka	Chairperson
Walt McGregor	Member
Jackie McGregor	Member
Darryl Clay.....	Member
Dave Reise	Member



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

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

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

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

Stewards

Allen Park	Mark Owen
.....	Kris Shaw (alt)
.....	Karen Russell (alt)
.....	Tod Lilla (alt)
.....	Ryan Zyngier (alt)
.....	Scott Russel (alt)
Belleville.....	Bryon Hendricks
Dearborn (Main).....	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
.....	Karl Tamburro (alt)
.....	Damon Green (alt)
Dearborn (Annex)	Melvin MacDonald
.....	Jacqueline McGregor
.....	Rose Miller (alt)
.....	Jillian Hudgins (alt)
Dearborn Heights	Shaun Fowlkes
.....	Chanal Harrison
.....	Marwan Ghotemi (alt)
.....	Jacqueline McGregor(alt)
Dundee.....	Cathy Tondreau (alt)
Flat Rock.....	Lillian Bogosian
Grosse Ile	Rachel Stachulski
.....	Tracy Mitchell (alt)
.....	Kim Bumbul (alt)
Inkster	Scherrie Lacey (alt)
.....	Kaliah Patrich
Lincoln Park.....	Scott Watts
.....	Mark Owen (alt)
Monroe.....	Jacqueline McGregor (alt)
.....	Tracy Mitchell (alt)
.....	Keith Benedict (alt)
.....	Darryl Clay (alt)
Northville.....	Valerie Watkins
Plymouth.....	Kristie Nelson
.....	Diego Forshaw (alt)
Rockwood.....	Courtney Duran
.....	Tracy Mitchell (alt)
Taylor.....	Keith Benedict
.....	Victor Siemiesz
Temperance.....	Cathy Tondreau (alt)
Trenton.....	William Douglas
.....	Jeffery Webb
.....	Tracy Mitchell (alt)
.....	Casey Pennington (alt)
Westland	Ananias Epps
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Walt McGregor (alt)
Canton.....	Ramon Robinson
.....	Shatyra T Young
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Hill (alt)

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Presidents Report**CARRIER ROBBERIES**

Within the last month and a half, we have had a total of three (3) branch 2184 carriers robbed at gun-point while delivering mail on their routes. All three carriers are okay physically. All three carriers gave the criminals the Arrow Keys, which the criminals wanted. The Postal Inspection Service as well as the local police are working to bring these criminals to justice. In one apartment complex where two of these recent robberies took place, the local apartment complex has their security watching our carriers while the carriers are delivering in the apartment complex.

Brothers and sisters, if something doesn't feel right or look right while your out on your routes, get to safety immediately. Get out of the area, contact law enforcement if you see something odd. Contact your supervisor immediately as well. Safety first as always!

RECENT ARBITRATION WIN FOR BRANCH 2184

CONGRATULATIONS to us at Branch 2184. We just recently received a favorable decision from Arbitrator Gilder, where she ruled that management "failed to include City Carrier Assistant (CCA) employees in the authorized letter carrier complement in computing the number of employees that may be granted leave under the Belleville, Michigan facility's leave formula. The grievance is sustained in its entirety. The Service is directed to grant the Union one (1) additional choice slot and one (1) additional non-choice slot for carrier employees at the Belleville installation".

Belleville management challenged our Branch 2184 in the calculating of our 2023 vacation slots alleging that the CCA's were not included in calculating slots for non-prime and prime time vacation slots. Management again, was wrong as we have won this argument before in 2011 when Westland/Wayne/Canton Management made the same argument about non-career T.E's (transitional Employees. We were successful in that arbitration as well where arbitrator J Klein ruled that T.E's were apart of computing vacations slots as well.

A special thanks to Belleville steward Bryon Hendricks for filing this grievance and hearing it at Informal A and the formal A level. Thanks also to brother Joe Golonka who was the Expert witness for the union that testified for me in the arbitration. Lastly, thanks to EVP Jackie McGregory for assisting me with the union's brief that was written and submitted to arbitrator Gilder prior to her favorable decision. Had we lost this arbitration, it would have adversely affected all twenty (20) offices in the branch as we would have lost vacation slots for all career carriers for non-prime and prime time slots.

-- *Walt McGregory*
President

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

EVP's Report**2023 FEHB OPEN SEASON DATES**

The 2023 Federal Benefits Open Season for the 2024 benefit year will be from Monday, November 13, 2023 through Monday, December 11, 2023 this year.

RETIREE MEETINGS

We are now back to in person meetings for the retirees. The retiree's meetings are the second Wednesday of the month, 12:30pm at the union hall. We are taking Covid-19 precautions at the meetings by spacing out and keeping the doors open. As the weather changes, we will continue to monitor the conditions and make any necessary changes. Safety is the number one priority. Hope to see you next month on November 8th, 2023.

BRANCH 2184 FACEBOOK PAGE

As of 10/16/2023, there are 207 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

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EVP's Report

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.

CCA UNIFORM BANK

The branch is in need for slightly used uniforms. There is a need for long sleeve shirts, winter pants, rain gear, winter coats, winter boots, winter jackets. If you would like to donate to the CCA Uniform Clothing Bank, just bring your bag of items to the post office and give to your steward. They will make sure to drop the donation off to the union hall. If you want to drop the donation off to the union hall yourself, stop by Monday through Friday 9:am to 5:PM, have a cup of coffee with the Branch officer on duty. Your name will appear in the next newsletter.

-- Jackie McGregory
Executive Vice President

VP's Report**Carriers Beware!**

With carrier robberies and the shorter days, we all must be very aware of our surroundings. "Our Season" is fast approaching and with it comes earlier start times, due to package runs, and later end times, due to the increase of mail and packages.

This brings with it unique and serious safety concerns. Darkness and the uptick in carrier robberies and assaults.

Let's cut to the chase. If you feel unsafe in the dark, or in any situation while delivering, call management and tell them so. Follow their instructions, even if they tell you to continue delivering. If you determine that it is still unsafe after attempting to deliver the mail, bring the mail back and immediately notify the supervisor, fill out and have the supervisor sign the completed PS Form 1571 (report of undelivered mail), listing the reason(s) for non-

delivery. Take a photo and or retain a copy of the PS Form 1571 after it is signed by the supervisor

Stay Alert and Stay Safe!

Uniform Bank

Come One Come All ...The Uniform Bank Is Open!

If you are a CCA with at least 45 days of continuous service and in need of uniforms,

1. Call the Hall at 313-295-1640 and make an appointment to pick up some free uniforms.
2. Give your steward your sizes and ask your steward to pick you up a few items.
3. Carriers that have slightly used uniforms, please donate them to the hall. Bring them to your station and your steward will bring them to the hall. If it is your NS or scheduled day off, stop by the hall and an officer will be glad to take your donation and have a cup of coffee or soda with you.

Thank you
-- Darryl Clay
Vice President

**Workplace Stress –
A Choice, Not a Requirement**

Just over 16 years ago I retired after more than 36 years as an active letter carrier. During a brief work floor gathering on my last workday, they made the mistake of asking me to speak. Among a few other comments, I noted my appreciation of being able to retire while knowing that during my career I had given postal management more grief than they ever gave me.

This is not because they did not try to give me grief. Rather, it was because I chose not to allow them to succeed. Yes, there were plenty of confrontations, especially earlier in my career, but I quickly learned to walk away knowing that in the larger picture it was my work, not theirs that mattered to the success of the Postal Service. Management could disappear the next day and no one would even notice the difference, expect that there would be fewer non-productive employees cluttering up the work floor. Fast forward to 2023 and behold, nothing whatsoever has changed! If anything, postal management has

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become more irrelevant than ever – except for those employees that let management interfere with their personal sense of wellbeing. For those that choose to allow a supervisor's or a postmaster's disrespectful and abusive behavior to get into their heads, the question is simply, WHY? **You have no control over the behavior of others, but you always have complete control over your own response to the behavior of others.**

You know far more about the realities of your daily work than your supervisor ever will. In most cases you know much more about the job itself than your supervisor ever will. In the established hierarchy of conventional workplace structure, management representatives do have the authority to issue instructions and to make decisions, no matter how misguided or even delusional these sometimes might be. However, the mere existence of authority to direct others should never result in an unnecessary emotional response on the part of those being directed.

So, if you are being badgered about your office or your delivery times or subjected to some inane management nonsense about an alleged "stationary event," always keep your cool and most of all, keep your perspective. If management continues with questioning or obnoxious behavior, remember the seven magic words – "I would like to see my steward." Always remember that you are an employee of the United States Postal Service and that without YOUR work, there is no Postal Service! There is nothing in life that matters less than the meaningless opinions of postal management.

You work only for a paycheck, not for your supervisor, your postmaster, or for anyone in USPS management. Your job is NOT your life. It is only a means to a much more important end. So, take a deep breath, or several, and go to work each day calm, cool, and focused only on what matters. Despite decades of mismanagement, the United States Postal Service is still the world's best delivery service, but that is ONLY because of your work. You do not ever need to be loud, but you should always be proud!

-- Joe Golonka

Branch 2184 Contract Administration

Memorandum

September 13 2023

2024 Retiree COLAs Projection: 3.3% as of September 2023

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

Based on the August 2023 CPI-W (1982-84) of 301.551, the 2024 CSRS and FERS COLAs are currently projected to be 3.3%. The 2024 retiree COLA calculation will be finalized in October 2023 with the release of the CPI-W for September 2023.

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

2024 FECA COLA Projection: 3.6% as of September 2023

Based on the release of the August 2023 CPI-W (1982-84=100), the 2024 FECA COLA projection is 3.6%. The August 2023 CPI-W of 301.551 was 3.6% above the December 2022 base index (291.051). The 2024 FECA COLA calculation will be finalized when the December 2023 CPI-W is published during the month of January 2024.

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



Elections To Take Place for Contested Branch Officers and Office Steward Positions

At the October 4, 2023 Branch membership meeting, nominations for Branch officers, stewards, and convention delegates took place for a new three-year term of office from 2024 through 2026. **During November 2023 our members will have the opportunity to vote for contested officer and steward positions.**

The following member of the Executive Board were elected by acclamation at the October 4, membership meeting. **Erik Venzke**, Mutual Benefit Officer. **Phil Ashford**, Sergeant at Arms.

Contested Executive Board Positions are as follows and are listed in order, as nominated on October 4, 2023:

President (One to be Elected):

Walter McGregory
Casey Pennington

Executive Vice President (One to be Elected):

Jackie McGregory
Mike Tredway

Vice President (One to be Elected):

Darryl Clay
Ted Nowc

Recording Secretary (One to be Elected):

Katrina Jones
Tony Conley

Financial Secretary (One to be Elected):

Mark Owen
Cathy Tondreau

Retiree Officer (One to be Elected):

Scott Watts
Leonard Zawisa

Health Benefits Officer (One to be Elected):

Jerry Cerpa
Jim Powell

Trustees (Three to be Elected):

Keith Benedict
Felicia Davis
Tracey Mitchell
Paula Hall
Jim Holland
Rose Miller
Bryan Boardman
Aaron Toth

The following officers were elected by acclamation:

MBA Representative Eric Venzke
Sergeant at Arms Phil Ashford

Contested Office Steward Positions are as follows and are listed in order, as nominated on October 4, 2023.

Dearborn Main (Two to be Elected):

Symone Coleman
Darryl Clay
Jerry Cerpa

Dearborn Annex (Two to be Elected):

Jackie McGregory
Jullian Hudgins
Ted Nowc
Rose Miller

Inkster (One to be Elected):

Scherrie Lacey
Phil Ashford

Northville (One to be elected):

Jennifer Rake
Janay Brown
James Holland

Trenton (Two to be Elected):

Casey Pennington
Jeff Webb
William Douglas

Westland (Two to be Elected):

Felicia Davis
 Ananias Epps
 Bryan Mikich
 Nakia Whitfield

Ypsilanti (Two to be Elected):

Paul Bordine
 Ashley Seper
 Mike Tredway

Additionally, the following office stewards were elected by acclamation:

Allen Park	Mark Owen
Dearborn Hgts	Shaun Fowlkes
	Channel Harrison
Gross Ile	Rachel Stachulski
Plymouth	Diego Forshaw
	Dan Marek
Taylor	Victor Siemiesz
	Kieth Benedict
Canton	Shatyra Young
	Ramon Robinson

Finally, the following members were nominated as delegates to the Union's National and State Conventions from 2024 through 2026:

Symone Coleman, Walt McGregory, Ramone Robinson, Jennifer Rake, Janice Mitchum, Val Watkins, Jeff Webb, Katrina Jones, William Douglas, Ananias Epps, Bryon Hendricks, Victor Siemiesz, Bryon Mikich, Aaron Toth, Natalie Randazzo, Ashley Seper, Cathy Tondreau, Casey Pennington, Mark Obermiller, Tony Conley, Nakia Whitfield, Dawn Denoon, Janay Brown, Jose Hardrick, Jackie McGregory, Kaliah Patrick, Dan Marek, Shaun Fowlkes, Patricia Jones, Chanel Harrison, Karl Tamburro, Dave Reise, Scott Watts, Chris Biegalski, Maryam Shelton, Yvonne Jackson, Scherrie Lacey, Rachel Stachulski, Joe Golonka, Hassen Ghotemi, Mark Owen, Jillian Hudgins, Mohamad Rahal, Darryl Clay, Ted Nowc, Ariandus Hadden, Marwan Ghotemi, Keith Benedict, Kris Shaw, Erik Venzke, Ryan Zyngier, Scott Russell, Leonard Zawisa, Danita Hill, Paula Hall, Paul Bordine, Felicia Davis, Michael Tredway, Jim Powell, Shatyra Young, Phil Ashford Jr., Tracy Mitchell, Bryan Boardman, Chelsie Donald, Jim Holland, Kim Bumbul, Jerry Cerpa, Melvin MacDonald, Jim Wolstencroft, Shannon Clark, Rose Miller, Jiasia Chalk, Marjorie Schannault, Steven Schrupp, Jakayla Anderson, Troy Randazzo, Patty Linna.

Retirement Counseling

If you are planning on retiring from the USPS, Branch 2184 is offering Retirement Counseling Assistance. Our Branch 2184 Retirees Officer will have a one-on-one with you and will answer questions and assist in filling out your retirement papers.

It is recommended that you order your retirement book at least 5 months in advance of your retirement date.

After you get your blue book contact the branch office so we can help you fill out the proper forms and schedule your HR Shared Services retirement counseling appointment.



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

Candidate Statement for Branch President

My name is **Walt McGregory**, and I am running for re-election as Branch 2184 President. Prior to becoming President in January 2021 I was Branch 2184's Executive Vice President for six years. Before that I was Branch 2184 Vice President for three years and Sergeant-at-Arms for three years. I have worked for you as a Branch officer since 2006. I have been a letter carrier from the Westland Installation for more than 23 years. I am also the Branch's Arbitration Advocate and a graduate of the NALC's Leadership Academy.

These Branch 2184 officers have endorsed me: Executive Vice President Jackie McGregory (Dearborn Annex), Vice President Darryl Clay (Dearborn Main), Sergeant-at-arms Phil Ashford Jr (Inkster), Mutual Benefits Representative Erik Venzke (Monroe), Trustees Tracy Mitchell (Trenton) and Felicia Davis (Westland Main). These Branch 2184 stewards have endorsed me: Mark Owen and Kris Shaw (Allen Park), Bryon Hendricks (Belleville), Darryl Clay and Symone Coleman (Dearborn Main), Jackie McGregory (Dearborn Annex), Shaun Fowlkes and Chanel Harrison (Dearborn Heights), Lillian Bogosian (Flat Rock), Rachel Stachulski (Grosse ILE), Scherrie Lacey (Inkster), Scott Watts (Lincoln Park), Valerie Watkins (Northville), Kristie Nelson (Plymouth), Courtney Duran (Rockwood), Keith Benedict and Victor Siemiesz (Taylor), Jeff Web and William Douglas (Trenton), Ananias Epps, Nakia Whitfield, and Katrina Jones (Westland), Shatyra Young and Ramon Robinson (Canton) and Paul Bordine (Ypsilanti).

If re-elected, I will continue advanced training such as School of Stewards I and II for your stewards and contract enforcers; as well as OWCP assistance, route adjustment, and retirement services for our membership. Under my tenure as President our Branch has attained financial stability that has never been seen before, with over \$781,000 in the bank. I am the only candidate running for President that has the experience and is **QUALIFIED** for the position, and I ask for your vote.

-- *Walter McGregory*

Candidate Statement for Branch President

This is your chance, your choice, and your vote. I'm **Casey Pennington** and I'm running to be your next Branch 2184 President. I am not just going to ask for you to vote for me... but to **VOTE!** To participate! I would like to see our membership not only engage in what is going on with our local branch, but to expand interest and engagement nationally. Branch elections are every three years. We also have national elections every three years. Unfortunately, the participation by our membership, not just in voting for leadership, but in several areas of the NALC, is dreadfully low. **Please vote! It's easy! Watch your mail, it's mail-in ballots, postage paid! Don't waste stamps!**

As Branch President, I look forward to inspiring YOU to participate, in voting, in branch functions, in filing grievances, in your rights as a Letter Carrier. The more you know your contractual rights, the greater we will be! The more you participate in branch activities, in our elections, **in your NALC**, the stronger and more formidable we will be. **We** will demand dignity and respect from management.

By electing me your Branch President I will be, a protector, an enforcer, and a leader. Sharing knowledge of your rights, offering education and training, creating a better branch for future leaders. **We** collectively need to use our vote to ensure that the people who represent and lead us fight hard, prioritize the membership, and frankly, put management in their place.

I spent several years working for the membership, I have provided a list of ways I have served the membership and the list of my running mates on my website www.vote2184.com. There is also an email and Facebook link; I would love to hear from you.

-- *Casey Pennington*

Candidate Statement for Executive Vice President

I have been your Executive Vice President for the last 2 years. I am running for re-election as your Executive Vice President for the term of office, three years. My experience is as follows:

I have served as your Vice President, Recording Secretary, member of the JCEAP Joint Committee Employee Assistance Program, Carrier Academy Facilitator, and I am currently your CCA NALC Organizer at the Wayne Carrier Academy.

I have been a city carrier at the Dearborn Installation for 25 years. I bring a vast amount of knowledge and experience to this position, with a B.S. in Criminal Justice.

I have been a union steward for the Dearborn Installation for the last 20 years. I am currently the Formal Step A union representative for the entire Branch, which represents 20 offices.

I am endorsed by the following the Branch Officers; President Walt McGregory, (Westland), Vice President Darryl Clay, (Dearborn Main), Sgt. @ Arms Phil Ashford Jr., (Inkster), Mutual Benefits Representative Erik Venzke, (Monroe), Trustee Tracy Mitchell, (Trenton) and Felicia Davis, (Westland).

I am endorsed by the following stewards; Mark Owen, Kris Shaw (Allen Park), Bryon Hendricks (Belleville), Darryl Clay, Symone Coleman (Dearborn Main), Shaun Fowlkes, Channel Harrison (Dearborn Heights), Lillian Bogosian (Flat Rock), Rachel Stachulski (Groose Ile), Sherrie Lacey (Inkster), Scott Watts, (Lincoln Park), Valerie Watkins (Northville), Kristie Nelson (Plymouth), Courtney Durand (Rockwood), Keith Benedict, Victor Siemiesz (Taylor), Jeff Webb, William Douglas (Trenton), Felicia Davis, Ananias Epps, Nakia Whitfield, Katrina Jones (Westland), Ramon Robinson, Shatyra Young (Canton) and Paul Bourdine (Ypsilanti)

Currently, I am the only candidate running for Executive Vice President that is **Qualified** for this position. If re-elected I will continue to work hard on behalf of the membership and mentor, the stewards of Branch 2184.

In Unionism,
-- Jackie McGregory

Candidate Statement for Executive Vice President

Greetings members of Branch 2184. My name is **Mike Tredway** and I'm running for the Executive Vice President position for the upcoming election. I have served this great union for 17 years.

I am dedicated to serving our members with grievances as well as providing services through the EEOC process.

I would like to acknowledge our current EVP Jackie McGregory on the amazing job she has done serving our brothers and sisters. I am now ready to take us to the next level.

I have ideas that will catapult not only our branch, but the entire NALC. I am trustworthy, reliable, honest, committed, loyal, responsible, true, solid and dependable.

I'm confident that as your next EVP, more stewards will be trained and equipped to successfully perform their responsibilities and more members will have the knowledge and tools needed to trust in our union.

I know these are huge shoes to fill but with your help, I will get the job done.

Thank you in advance,
-- Michael Tredway

Candidate Statement for Vice President

My name is **Darryl Clay**. I am running for re-election for Vice President and Steward at the Dearborn Main.

First, I'd like to thank those who have supported me over the years.

I am a letter carrier at Dearborn Main. I have served as a member of the Detroit District Diversity Committee, Dearborn EEO committee, Food Drive committee, Health and Safety committee as well as a member of the Dearborn Social and Recreation committee. I also served as an instructor for the Carrier Academy since 2013.

I have served you, the membership, as steward at Dearborn Main since 1999. I am currently the Vice President of our Branch, Step A rep for the Dearborn installation, and the Co- Step A rep in Taylor, Northville, Plymouth, and Monroe. I have also served as Sergeant-at-arms for the branch. I am currently a Trustee on the Michigan State Association of Letter Carriers. In addition to my steward duties, I was a D.E.A.T for the MI-ARAP and JARAP route adjustment teams. I have mentored stewards Jackie McGregory, Symone Coleman, Yvonne Jackson, Val Watkins, Karl Tamburro, Chanel Harrison, Shaun Fowlkes and many more.

As steward, I have mastered the art of teamwork and the patience required to work and effectively communicate with co-workers and management. I am a creative innovative thinker who is experienced in multi-tasking many different projects while maintaining a high level to detail. My experience and leadership attributes have made me a better Vice President and Steward.

Thank You in advance for your support.

Remember: DC FOR VP!!

In Solidarity,
-- **Darryl Clay**

Candidate Statement for Vice President

If you don't know me let me introduce myself. I am running for Vice President of our Proud Branch 2184. I have been a letter carrier form 23 years and I am currently working in the Dearborn Annex. At the moment I am head of the Safety committee which I take seriously. My experience in Union duties come from when I was working at the Dearborn Main. Where I was an alternate Steward and then titled Steward for many years. While at the Dearborn Main I was highly successful at Contract enforcement.

I decided to run for Vice President to give our union a new fresh voice. As Vice President not only will I help enforce our contract I will help new and current Stewards on what they need to be successful at their offices. I also will make sure all our officers are abiding by our by-laws and your union dues you pay in your Paycheck are correctly used. I have many ideas to put new technologies in the hand of our Stewards to help make their job easier and more successful. We need change and I am an answer to that change.

Thanks Much,
-- **Ted Nowc**

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

Candidate Statement for Recording Secretary

Hello brothers and sisters of the great Branch 2184. My name is **Katrina Jones**. I have been a Westland mail carrier for over 25 years and have been a steward and alternate steward for going on 10 years. I have been wearing many hats over the years besides stewardship such as: OJI, Customer Connect Coordinator, Food Drive Co-Coordinator and the Safety Captain. Most recently, I have been training and working as Co-Branch 2184 Food Drive Coordinator under the watchful eye of Branch Officer Cathy Tondreau.

Now that I am an empty-nester, I would like to take on the role of Recording Secretary. With the support that I have from the following Branch officers, stewards and you, I can achieve my goal: President Walt McGregory, Executive Vice President Jackie McGregory, Vice President Darryl Clay, Sergeant-at-arms Phil Ashford Jr, Trustee and Westland Steward Felicia Davis, Allen Park Steward Mark Owen, Canton stewards Ramon Robinson and Shatyra Young, Inkster Steward Scherrie Lacey, Northville steward Valerie Watkins, Plymouth steward Kristie Nelson, Westland Stewards Ananias Epps and Nakia Whitfield and Ypsilanti stewards Mike Tredway and Danita Hill.

Thank you,

In solidarity

-- **Katrina Jones**

Candidate Statement for Recording Secretary

My name is **Anthony Conley** and I'm excited to announce my candidacy for the position of Recording Secretary at NALC Branch 2184. I look forward to being an integral part of the team and will strive to keep our branch moving towards greatness.

For those of you who do not know me, I have been a City Carrier at Trenton Post Office for nearly 20 years.

My father, Dwayne Conley, was also a City Carrier at Trenton and retired in early 2022. I have lived in the downriver area my entire life and enjoy the community here. I am an avid bowler in my spare time, so it's not unusual to see me out on the lanes.

Our Brothers and Sisters at Branch 2184 deserve the best person for Recording Secretary, and my past administrative experience makes me the perfect candidate. Prior to being a carrier at Trenton Post Office, I was the Lead Administrative Assistant in the Customer Service Department at Blue Care Network for 5 years. One of my duties involved being the Recording Secretary over the Vice President and Director level meetings that frequently took place. I enjoyed the challenge and was able to excel because of my organizational skills and attention to detail.

In addition to my work history, I was also the titled Steward at Trenton for two years (2009 and 2010). I was an Alternate Steward for nearly two years prior to that as well. The knowledge and experience I gained during my time as Steward is invaluable. My appreciation and respect for the Stewards, as well as everyone at Branch 2184, cannot be overstated.

If you want someone with integrity, a positive work attitude, and the ability to get things done right, please vote for me as Recording Secretary. Thank you for your consideration!

Regards,

-- **Anthony D. Conley**

Candidate Statement for Financial Secretary - Treasurer

My name is **Mark Owen**, and I am running for Financial Secretary for NALC Branch 2184 on the McGregor ticket. Here is the list of reasons that you should vote for me: Treasurer of NALC Branch 4779 from 2015-2018; Vice President of Branch 4779 from 2018 until merger with 2184 in early 2020. Graduated Summa Cum Laude with a Bachelor's Degree in Business Administration, majoring in Accounting from Siena Heights University. Job experience prior to the Post Office: Accounting at LA-Z-Boy Corporate Headquarters, then with CPA firms.

I came to the Post Office for the security of a Union job and am a Table 2 employee like many of you. I have either prepared or assisted with the LM report and Form 990's for Branch 4779 the entire time I was the Treasurer/Vice President. I also prepared year-end reports and Form 990's for non-profit organizations while working at CPA firms. I will be able to prepare the LM-2, which we currently pay an accountant to do. I have attended hundreds of hours of training in the past 5 years including branch training and training conducted by the National Business agent's office. I have served on the Building Committee, Picnic Committee and have been present the past several Branch picnics.

My current positions: NALC Steward where I have run unopposed, and Formal Step A Designee in Allen Park. I have assisted Informal A and Formal A grievances in Monroe and Informal A in Lincoln Park, and taught Article 8 trainings for Stewards at the branch. I am the MDA Chairperson for Branch 2184 and TI-AREAP NALC COR TECH for Michigan 1 District. I love representing carriers and would be an asset to the Branch as well as the entire membership, and appreciate your consideration for Financial Secretary.

Thank you!

Sincerely,

-- Mark Owen

Candidate Statement for Financial Secretary - Treasurer

I am **Cathy Tondreau**, and I am the incumbent Branch 2184 Financial Secretary-Treasurer. I have been your Financial Secretary-Treasurer for twenty-seven years and I am seeking re-election. During my tenure the branch has undergone many modifications. One of the modifications that has taken place is the upgrading of our Financial recordkeeping system. I have contributed significantly to these changes and have ensured that the branch and all members' interests have always been protected. It is my fiduciary responsibility as Financial Secretary-Treasurer to ensure that these records are accurately maintained in accordance with all Department of Labor regulations.

Throughout my tenure as Financial Secretary-Treasurer I have participated in numerous classes concerning the responsibilities and duties of my office, including Branch Secretary-Treasurer and Officers training, in Chicago, Detroit, St Louis, Washington DC, Orlando, Minneapolis and Department of Labor Laws training in Madison, Wisconsin and Detroit.

I was first initially elected as a Branch official in 1992, serving four years as the Recording Secretary before being elected as your Financial Secretary-Treasurer. I have also been the Branch Food Drive coordinator for numerous years.

Due to the constantly evolving and stricter reporting requirements of the Department of Labor, it is now imperative that candidates for this office have a thorough understanding of not only finances but also a comprehensive understanding of Department of Labor Regulations. I bring this knowledge to the office I hold and am currently seeking re-election too. Please cast your vote for me. If I am re-elected, I will continue to maintain with competency and integrity the significant and frequently challenging responsibilities of this position and honestly manage the important and often complicated duties of this office.

In Solidarity,

-- Cathy Tondreau

Candidate Statement for Retirees Officer

Greetings fellow union brothers and sisters. My name is **Scott Watts** and I am running for Retirement Officer for branch 2184. My work background consists of 33 years of being a letter carrier 10 years of being a union steward in Lincoln Park. My other experiences have been 5 years in the Military and been taking classes on retirement for the past couple of years.

I Would love to help fellow members on all the topics how retirement works for people to achieve their goals. It would be an honor for me to serve this position.

-- *Scott Watts*

Candidate Statement for Retirees Officer

I am **Leonard Zawisa** and I am running for re-election to the office of Retirees Officer of Branch 2184. I have been the Branch Retirees Officer for the last 16 years. In addition I am also currently the Editor of our newsletter (Branch 2184 .."SPEAKS") and I am responsible for the input into our data system of all settled Branch grievances.

Prior to that I have served at times as a Branch Trustee and Steward in the Dearborn Main office during my over 40 years as a member of Branch 2184.

I have spent the past 16 years assisting a large number of our now retired members with their retirement planning and filling out retirement paper work prior to their HR Shared Services retirement counseling appointment.

I have kept up to date on retirement issues by attending all NALC National and National Business Agent (KIM Region 6) retirement training classes available to me.

With the Federal Employee Health Care (FEHB) Benefit and Medicare changes that will be going into effect in 2024 and 2025, because of the Postal Service Reform Act that was signed into law, more and more questions will have to be answered. I believe that I have the knowledge and experience to help answer your questions.

So therefore,

I hereby request your vote from all Branch 2184 letter carriers, including those who are active, retired, and about to retire.

I'm grateful,
-- *Leonard Zawisa*



Candidate Statement for Health Benefits Representative

Thank you so much for your support for me continuing to serve as your health and benefits representative. I've had the NALC health and benefits plan for 42 years and truly believe it provides the best, most comprehensive coverage very affordably. I consider it the gold standard; it's the model many government and civil service plans now follow to provide the level of care and coverage we've had for years with the NALC health and benefits plan. My dearly departed wife was a teacher and was covered by one of the largest insurers in the world. I've seen firsthand our plan's superiority in every way over some of the biggest competition, from deductibles to preventative care, especially while we were accruing bills as her early onset Alzheimer's disease progressed. I've even brought our literature to my doctors and surprised them with just how comprehensive our coverage is.

It's been my honor to be your health and benefits representative for over 25 years. I take that role seriously, doing my best to stay educated and pass that knowledge on in the effort to assist my NALC brothers and sisters in making the best choices for them and their families. I've paid my own way to several conventions throughout the years just to make sure I'm able to represent our branch and receive the most complete, current information. I believe my experience will be beneficial as we face potential changes in the future. It's also been extremely important to me to represent our union via volunteer work throughout my career into retirement, standing at intersections for collection drives for MDA, assisting with food drives and so much more.

Again, thank you deeply for your support.
-- Jim Powell

Candidate Statement for Health Benefits Representative

I would like to introduce myself; my name is **Jerry Cerpa** and I have been a member of the NALC for 29 years and counting. I know the value of belonging to a group that stands for their workers and fights for better pay, better work conditions and better treatment from management.

I transferred from Kalamazoo, Branch 246, and have been a member of 2184 for the last few years. I have previously served as Steward, Health Benefits Representative, and was also a member of the Joint Safety Task Force for the Greater Michigan District as well as safety Captain. I have also served in the Marine Corps Infantry for 11 years, and am a veteran of the Gulf War (1990-1991). I will bring the same warrior spirit from my experiences in the Corps to fight our battles on the workroom floor, where we spend so many hours of our day away from families.

I am running for Steward at Dearborn Main office and for Health Benefits Coordinator for Branch 2184. I am running for Steward because I want to bring change to better represent fellow carriers and better respond to the way management behaves on the workroom floor. I am running for Health Benefits Coordinator because I want to better inform our Branch members of the benefits to having a NALC run insurance that is more beneficial and more cost effective for us and for the whole of the NALC.

I am asking for your vote in this coming election, vote Jerry Cerpa for Dearborn Main Steward and vote Jerry Cerpa for Branch 2184 Health Benefits Coordinator, vote for change.

Thanks to everyone in advance and Semper Fidelis to all my brothers and sisters in the Branch.

-- Jerry L. Cerpa

Candidate Statement for Branch Trustee

Sisters and Brothers, my name is **Felicia Davis-Bryant**. I am asking for your vote to re-elect me as Branch 2184's Trustee and Westland Steward. I currently serve as a steward in Westland/Wayne and have done so for about 12 years. I also serve as an alternate steward for both the Canton PO and the Monroe PO. I regularly attend Steward Meetings monthly and training as needed.

As your Branch Trustee since 2018, I have taken great pride in my fiduciary duties. I have taken this work seriously, and you can continue to trust me with your union dollars and assets. Please take the time to vote for me as a steward and a Branch Trustee.

A little extra about me is that I have worked at the Westland/Wayne/Canton installation for more than 22 years. I am a member in good standing and have been for my entire career. I enjoy my work as an EEO representative in the Michigan 1 District. I can be found attentive at every Branch Meeting, State and National Conventions, including at our annual picnics. As a strong supporter of the letter carrier political fund, I persuade politicians to support letter carrier issues.

Most recently, legislation to strengthen the safety of letter carriers while on the street. I will always be a voice for my members. When you need to be heard, when you need someone to talk to, when you need a shoulder to cry on, when you need someone to vent. I will occasionally give out a hug if mutual to help us both make it through the day. I will continue to fight for my members as your steward and trustee whenever needed.

Your sister in solidarity,
 -- **Felicia Davis-Bryant**

Candidate Statement for Branch Trustee

Tracy Mitchell My name is **Tracy Mitchell**, and I am seeking re-election to the office of Branch 2184 Trustee. My NALC steward career for more than 7 years has given me the opportunity to receive advance training from Branch 2184. I have attended and graduated from the School of Stewards training (SOS 1 & SOS 2), as well as Advanced OWCP Training at the NALC Headquarters level. This training has allowed me to represent our members in multiple installations as their Informal A rep and Formal A representative as well as assist all active and retired Branch 2184 members with their Workman Comp needs. I am dedicated, fair, and objective and I represent our members to the best of my ability.

I currently serve on the Branch 2184 Executive Board as the Chairperson of the Trustees. I am also the NALC Step A representative for the Trenton installation. During this term I have diligently performed duties on a few committees with the current officers in our branch. In my duties as Trustee, I have conducted detailed audit overviews twice a year. It is always my primary goal to ensure local officers maintain their fiduciary responsibilities in accordance with the NALC Constitution, 2184 Branch Bylaws and to ensure the union's funds and other assets are accounted for and used solely for the benefit of the Branch and its members. During my three-year tenure as an officer in the Branch, I have attended the National Convention's all monthly Executive Board meetings, Branch and Steward meetings and volunteered when the need arises.

I am endorsed by President Walt McGregory, Executive Vice President Jaqueline McGregory, Vice President Darryl Clay, as well as Branch 2184 stewards Mark Owen, Kris Shaw, (Allen Park) Scott Watts (Lincoln Park), Symone Coleman (Dearborn Main), Rachel Stachulski (Grosse ILE), Scherrie Lacey (Inkster), Keith Benedict (Taylor), William Douglas, Jeffery Webb (Trenton), Felicia Davis, Ananias Epps (Westland Main), Paul Bordine (Ypsilanti), Bryon Hendricks (Belleville), as well as a host of current and past Branch 2184 Stewards and officers.

It would be an honor to be re-elected as a Trustee to continue serving our members and safeguard the Branch, its inventory, union assets and funds.

-- **Tracy Mitchell**

Candidate Statement for Branch Trustee

Hello, I'm James Holland and I'm running for trustee of our branch. I've been part of Branch 2184 for more than 25 years, many of you know me although more do not. I have served the Northville Carriers in several roles as Steward, Step A rep, and Safety Captain for close to the entirety of my career as a Letter Carrier.

It will come as no surprise that during these many years of service I focused on Contract enforcement and not management nor leadership of the branch. I believe that as a trustee I can grow in service to Branch 2184. I am known to be a person of integrity and attention to detail and hope to prove this to you.

Thank You for your consideration and your vote.

Sincerely,

-- James Holland

Candidate Statement for Branch Trustee

To all our Union members. I **Rose Miller** am asking for your vote for Trustee of our proud Union. I have 37 years of Postal Service and I have been an Active Proud Union Member my whole career and have volunteer for many of our Branch Picnics.

I am an active 15-year Alternate Steward at the Dearborn Annex. I can say you can trust my judgement and knowledge of our contract and our Union members needs. My love and experience in our union is why I am asking all of you for your vote for Trustee.

-- Rose Miller

Candidate Statement for Branch Trustee

I am thrilled to announce my candidacy for the position of Trustee at the NALC Branch 2184. My name is **Bryan Boardman**, and I am dedicated to representing the best interests of our hardworking postal employees.

With a profound appreciation for the vital role that letter carriers play in our daily lives, I am committed to ensuring they receive the support they need. My platform emphasizes fair compensation, safe working conditions, and the availability of necessary resources for our letter carriers. I firmly believe that a satisfied and well-supported workforce is essential for the success of our branch.

Transparency and accountability will be at the heart of my approach. While upholding the core values that have made NALC Branch 2184 a trusted institution.

I humbly request your support and your vote. Together, we can enhance NALC Branch 2184, making it an even more supportive and effective union for all. Thank you for considering my candidacy.

Sincerely,

-- Bryan Boardman

Candidate for Steward (Dearborn Annex)

Fellow Dearborn Annex carriers I am running for Steward at our great office. I have been your alternate Steward for 15 years and I always have had your back. It is time for me to step up and be a full-blown Steward. As you know I am always at work, and I know what is going on at our office. And all of you know management doesn't push me around. I can't express this enough; I am not a phone call away I am a 3996 away for your needs. A vote for me would assure you experience, knowledge, and someone who has your back every day.

-- Rose Miller

Candidate for Steward (Dearborn Main)

My name is **Symone Coleman** and I am running for re-election as Steward of the Dearborn Main Post Office (DMPO). I have been an asset to the carriers here for the last 6 plus years. When I first became a steward, I was a CCA. Observing what CCA's had endured in my office, made me become a huge advocate for them to better their experience within the Postal Service. During the Covid-19 pandemic, I single-handedly filed a heap of Article 8 grievances. Doing so, made me well proficient with Article 8.

Since becoming steward, I have become Lead On-the-Job-Instructor (OJI), Safety Captain, Food Drive Coordinator, and I have served on many committees for Branch 2184.

I made certain that I attended every local/state training and National Convention as Steward. I will continue to attend them to gain more knowledge about the contract and help my fellow carriers against the constant fight to protect their rights!

President Walter McGregory, EVP Jackie McGregory, Vice President Darryl Clay, and Damon Green (Alternate Steward DMPO) have endorsed my re-election as Steward for the DMPO. I will continue to be the best representative for you when elected! If you are looking for a strong, fair, knowledgeable, and compassionate candidate, please help me in the fight, and vote Symone Coleman for Dearborn Main Office Steward.

In Solidarity,
-- **Symone Coleman**

Candidate for Steward (Dearborn Annex)

Hello fellow Annex Carriers I am running for Steward at our office. If you know me from when I was a Steward at the Main. I was highly successful in contract enforcement, and I got many of you out of a jam or two or even got you grievance money for Article 8 Violations. If you don't know this about me while at the Dearborn Main, I was a Steward for many years and was very good at what I do. The reason why I am running for Stewards is an easy question. We need change, we also need an experienced knowledgeable person not only knows the contract but a Steward who works day to day side by side with you. We need a fresh new voice who will be present to represent you. I will hear your grievance timely, and I will know what is going on in our office because I will be there. Please give me your vote because I will fight for you every day!

-- **Ted Nowc**

Candidate for Steward (Dearborn Annex)

My name is **Jillian Hudgins**. I am running for Steward of the Dearborn Annex Post Office. In the past 2 years since becoming an alternate steward I have attended every steward meeting. I have also attended training at the National Convention in Chicago, the State Convention at Motor City Casino, and the KIM training in Kalamazoo. I have been filing grievances for our office and becoming very familiar with Article 8. I am also part of the MDA committee, picnic committee, and was part of the building committee.

As your steward I will strive to be the best representative and contract enforcer for our office. Please vote for me, you won't regret it!

-- **Jillian Hudgins**

Candidate for Steward (Westland)

My name is **Ananias Epps**, and I am running for re-election for Westland Steward. I have been active as a union official since I started as a CCA in 2018. In my time as a union official, I have enforced the rights of my fellow brothers and sisters in the Wayne Westland Canton Installation. I have been successful in arguing over-time violations with management on behalf of my fellow carriers. I have defended carriers successfully with all levels of discipline including Removals.

I take being a union official very seriously and I am not doing the job just for the title. I attend all the steward meetings and events that the union requires of me as a union official.

I am there to represent all my coworkers within our installation. I work closely with our President Walt McGregory, our EVP Jackie McGregory, Vice President Darryl Clay and many other officers and stewards of the branch.

I have no problem letting management know when they have stepped outside the boundaries of our contract.

I am asking for your vote for Steward in the Westland office so that I may continue to be a strong voice for all letter carriers within our installation.

My record speaks for itself, this is more than just a title for me! Elect a steward that will continue to do the work for all the carriers within the Wayne Westland Canton Installation!

-- *Ananias Epps*

Candidate for Steward (Westland)

During these years that I have been a union steward at the Westland post office, it has been an honor and a privilege to serve all of our members. I take pride in being reliable and trustworthy.

Each day has been a learning experience with being knowledgeable with the contract. I hope to continue to learn and be able to help the members when I am called upon.

-- **Nakia Whitfield**



Vote For...

Leadership

Integrity

Accountability

Casey Pennington..... President

Mike Tredway Executive VP

Ted Nowc Vice President

Tony Conley Recording Secretary

Cathy Tondreau Financial Secretary

Leonard Zawisa Retirees Officer

Jim Holland Trustee

Rose Miller Trustee

Bryan Broadman Trustee

We Urge you to Vote! Support the team that supports you

Vote for **The Pennington Team**

www.vote2184.com

Pennington4president@gmail.com

Vote for the McGregory Action Team

Taking action, getting results

Leadership, Experience, Values mean something!

Candidates:

- President: Walt McGregory (Westland)
- Executive Vice President: Jackie McGregory (Dearborn Annex)
- Vice President: Darryl Clay (Dearborn Main)
- Recording Secretary: Katrina Jones (Westland)
- Financial Secretary: Mark Owen (Allen Park)
- Retiree Officer: Scott Watts (Lincoln Park)
- Health Benefits Representative: Jerry Cerpa (Dearborn Main)
- Sergeant at Arms: Phil Ashford Jr (Inkster)
- Trustees: Keith Benedict (Taylor)
 Felicia Davis (Westland)
 Tracy Mitchell (Trenton)

Presidential Candidate NALC 2184 Participation:	Walt McGregory	
Steward Meetings, National Convention, KIM Training-2018 Year	Present	
Steward Meetings, State Convention, KIM Training -2019 Year	Present	
Steward Meetings Convention Canceled Covid-19 2020 Year	Present	
Steward Meetings, KIM Training Virtual – 2021 Year	Present	
Steward Meetings, National Conventions, KIM Training – 2022 Year	Present	
Steward Meetings, State Convention, KIM Training – 2023 Year	Present	

The Choice is clear!

Federal Retirement Fairness Act Introduced in Congress

On October 19, a bipartisan group of Congressional Representatives introduced the Federal Retirement Fairness Act (HR 5995), legislation that would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after December 31, 1988, making it creditable service under the Federal Employees Retirement System (FERS).

The legislation would cover letter carriers who were employed by the Postal Service as casuals, transitional employees, or city carrier assistants, providing them with greater retirement security. A significant number of active city letter carriers have worked in a non-career position, and that time is not currently creditable for retirement. The bill would change that, allowing letter carriers and millions of other federal employees to buy back this time and better plan for a more secure retirement. **All letter carriers are encouraged to contact their representatives and ask them to cosponsor the bill.**

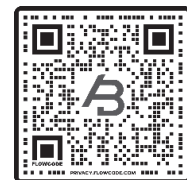
-- Joe Golonka

Branch 2184 Contract Administration

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Contract Corner:

Yes, You CAN Talk while on Office Time

Management in some places has attempted to stifle letter carrier workplace conversation by improperly issuing instructions to refrain from talking entirely during morning office time. However, such instructions, sometimes referred to as a "golden hour" rule, are outside the scope of management's authority. This is because they represent a unliteral (non-negotiated) change in working conditions, something that must be negotiated with employee unions. The National Labor Relations Board (NLRB) has ruled that the unilateral imposition of a "golden hour" or similar gag rule is a violation of the National Labor Relations Act.

So, what do USPS work rules say? From the M-41 Handbook (City Carriers Duties and Responsibilities), section 112.25: *"Be prompt, courteous, and obliging in the performance of duties. Attend quietly and diligently to work and refrain from loud talking and the use of profane language."* Note that nothing within that provision requires employees to refrain from talking entirely, only to avoid loud talking and profane language while attending to their assigned work. Should management issue instructions to individual carriers or to an entire unit to refrain entirely from talking while in the office, the Branch 2184 office should be contacted and a grievance immediately initiated.

On a related note, a few carriers in Branch 2184 and elsewhere have complained about coworkers conversing with each other in a language other than English. Although management instructions and official communications such as safety and service talks should be in the common language (or languages in multilingual stations), **all employees otherwise have the absolute legal right to converse with each other in any language or languages that they choose.** Infringement of this right is serious and it could result in potential violations of Title VII of the Civil Rights Act of 1964.

Finally, and contrary to myth there is no "official" language in the United States, and more than 200 languages are spoken by United States citizens. If you do not like someone speaking in another language, then just do not listen. It is not about you, anyway.

No, it is Not YOUR Overtime

Branch 2184 office has received phone calls from some of our CCA and PTF members that have reported being treated in a disrespectful manner, but NOT just by management. Several have reported snide and callous remarks being made by other letter carriers – those who are supposedly their Union brothers and sisters. Almost with exception, those making such remarks have inappropriately accused the CCAs and PTFs of taking "their overtime." For those that are guilty of such behavior, here is a clue. It is not YOUR overtime, and it never was or will be.

Per Article 8, section 5 of the NALC/USPS Collective Bargaining Agreement, postal management is NOT required to use a full-time employee desiring to work overtime in preference to a PTF or CCA working overtime. PTFs and CCAs can be always utilized instead to work overtime at management's discretion, up to 11.5 hours a day and 7 days a week. Additionally, the choice to assign any work as overtime to any employee is up to management to begin with. Simply put, NO ONE is ever "entitled" to overtime work, not even a minute of it.

There always has been and will always be at least some overtime work for Postal Service letter carriers. Article 8 of our Contract provides the negotiated contractual rules for assigning this work, which are overseen and enforced by the Union. Overtime work may come and it may go, but the contractual provisions are what they are. CCAs and PTFs are there to make a living, the same as you are. Treat them with the courtesy and respect that they deserve.

Making Unauthorized Recordings While at Work

Because of the often disrespectful and even abusive behavior exhibited by some postal management employees on the workroom floor, letter carriers have occasionally asked if they can secretly record this behavior as well as other instances of management misconduct. **Simply put – Do NOT ever do this!**

Such actions are directly prohibited by USPS regulations and they could result in serious disciplinary action being issued if this is discovered. Specifically, the Employee and Labor Relations Manual

(ELM), section 667.21 states that "During the course of postal employment, postal employees may not record, monitor, or otherwise intercept the oral or wire communications of any other person through the use of any electronic, mechanical, or other device, nor listen in on a telephone conversation, nor direct another to do so, unless all parties involved in the communication are made aware of and consent to such interception."

The above-cited regulation makes it clear that surreptitiously recording another person or people without their advance knowledge and consent while engaged in postal employment-related activities is strictly prohibited. The reference to the use "of any electronic, mechanical, or other device" makes it clear that video or other forms of recording without the consent of all parties is also prohibited.

Finally, this prohibition does not apply to postal inspectors or Office of Inspector General (OIG) investigators while acting in the course of their official duties. **However, it does otherwise apply to USPS supervisory and management employees.** In summary, do NOT under ANY circumstances record, make a video, or otherwise secretly monitor or intercept any conversation or activity while you are engaged in postal employment.

Sorting Mail Between Deliveries

Postal management will often instruct carriers doing walking deliveries that they must "finger" (sort through) the mail while walking between deliveries. For reference, the M-41 Handbook (City Delivery Carriers Duties and Responsibilities), section 321.5 states "Finger mail between delivery stops placing it in order of delivery (see section 133.2)."

But wait, not so fast. What does that referenced section 133.2 say? "Do NOT finger mail when driving, or when walking up or down steps or curbs, when crossing streets, or at any time it would create a safety hazard to the carriers or to the public." When these two provisions are read together, as must be done, it simply means the requirement to finger mail between deliveries ONLY applies when a carrier is not driving, is not going up or down steps or stepping off curbs, is not crossing streets – or ANY other time that the carrier (not management) determines that it would be unsafe to do so.

In other words, during much of the time when

letter carriers are performing delivery duties, they are not required to finger the mail. Additional examples of situations where sorting through the mail could be unsafe are when a letter carrier is crossing a lawn (uneven surfaces, sprinkler heads, animal waste, children's toys, and other objects), or when walking on snowy or icy surfaces, where full attention to each step is necessary.

Finally, to reiterate a VERY important USPS safety rule (M-41 Handbook, section 812.4): Under NO circumstances should a letter carrier EVER be touching – or even looking at – the mail when their postal vehicle is in motion. This applies to ALL letter carriers in all situations, and especially to those doing curblines (mounted) delivery. While driving, your entire attention while the vehicle is in motion must only be on traffic and the environment surrounding the vehicle. Do not ever hold mail in your hands, place it on your lap, or have anything whatsoever to with it until your vehicle is completely stopped at a mailbox or a park point.

-- Joe Golonka

Branch 2184 Contract Administration

Branch 2184 Web Site

www.nalc2184.org

"FMLA" forms

Grievance Guidelines

Grievance Issue Statements

JCAM, MRS, M-39, M-41

Grievance Forms

National Agreement

2184 Memo of Understanding

Carrier Pay Chart

Retirement Information

E-COMP for Covid

Newest Covid 19 Relief Plan

MDA Information

Military Service Credit

USPS Pay Year 2024 and USPS Leave Year 2024

What You Need to Know

The initial round of vacation selections for 2024 should begin in ALL Branch 2184-represented stations on Friday, December 1, 2023, as prescribed by Branch 2184's Local Memorandum of Understanding (LMOU). Each year we find that many in postal management as well as some letter carriers are confused and misinformed about the difference between the USPS pay year and the USPS leave year. In an effort to be proactive regarding the inevitable questions and concerns regarding these subjects, please be aware of the following information.

USPS Pay Year 2024 will begin on Saturday, December 16, 2023. This is the first date of pay period 1, week 1, 2024.

USPS Leave Year 2024 will begin on Saturday, January 13, 2024. This is the first day of pay period 3, week 1, 2024. You will quickly note that this is two pay periods LATER than the pay year begins.

This is because USPS leave regulations found in the Employee and Labor Relations Manual (ELM), section 512.12 define the USPS leave year as "the year beginning with the first day of the first complete pay period in a calendar year and ending on the day before the first day of the first complete pay period in the following calendar year."

The first complete USPS pay period in calendar year 2024 does not begin until Saturday, January 13. The previous pay period begins on Saturday, December 30, 2023. Therefore, it is not entirely within calendar year 2024.



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Carl Ramsey

313-659-8827 (voice & text)

Now for the part that fulltime regular carriers always want to know. When will the newly advanced annual leave for 2024 be available to use? **The answer is - beginning on the day that it is advanced and credited, which will be on Saturday, January 13, 2024, the first day of the new USPS leave year.** Please be aware that leave balances included with pay data for fulltime regular carriers will not be updated to reflect the newly advanced leave until pay date for pay period 3, which will be Friday, February 2. However, again note that the newly advanced leave will be credited and be fully available to use beginning on January 13.

What Else You Should Know

Some additional information regarding annual leave submissions in Branch 2184:

Always be sure that annual leave is requested through the completion and submission of PS Form 3971 – Request for or Notification of Absence. Do not rely on verbal annual leave requests or those made by text message, etc. **A 3971 MUST be completed and submitted.**

The purpose of the second round of vacation selections (the “second pass”) is to allow carriers to choose additional weeks that are still available in the choice vacation period. It is not intended for non-choice weeks because they are no limitations on the number of non-choice weeks that can be chosen during the initial round of vacation selections, as long as leave is available to cover them.

The leave remaining or “incidental leave” provisions of our Local Memorandum of Understanding (Items 4.7 and 12.2) become effective immediately upon completion of the initial (first) round of vacation selections. Leave remaining (incidental leave) requests cannot be approved prior to six weeks in advance of the week during which the days are requested. These are approved on a first come, first serve basis and must be granted if timely submitted and the leave is available, up to the number that is allowed off for that week. If two or more leave remaining requests are submitted on the same day and are requesting the time period, they are approved by seniority up to the number allowed off.

Approved CCA leave requests must be placed on the CCA leave boards ONLY. Leave approved for City Carrier Assistants (CCAs) is NOT used to fill any slots on the career city carrier vacation boards, and it is NOT counted against the number of career letter carriers allowed off at any time.

Branch 2184 Convention Delegates that are active carriers and are planning to attend the NALC National Convention in Boston on August 5 through August 9, 2024 should notify management PRIOR TO the beginning of vacation selections in December.

If questions or concerns about any aspect of Branch 2184’s local leave program arise, please contact your steward or the Branch 2184 office immediately so that they can be timely addressed. **These are our locally negotiated leave procedures, and any questions of interpretation or clarification should be addressed only by Branch 2184, not by postal management.**

Joe Golonka
Branch 2184 Contract Administration



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 ✓ Mark Owen
 Kevin Pierson
 Karen Russell
 ✓ Kris Shaw
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The Weingarten Declaration

“If the discussion I am being asked to enter could in any way lead to my discipline or termination or impact my personal working conditions, I ask that a union steward, representative or officer be present.

Unless I have representation I respectfully choose not to participate in this discussion.

Keep in mind if you do not **REQUEST UNION REPRESENTATION**, then you are considered to have waived this valuable right.

Remember the magic words --

“I WANT TO SEE MY STEWARD”

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Election Committee

Branch 2184 President Walt McGregory has appointed an election committee to oversee the election. The committee consists of Chairperson Dave Reise, along with Joe Golonka, Karl Tamburro, Patty Linna, Kristie Nelson and Alternates Yvonne Jackson and Markayi Asare.

Under Branch election policy, all candidates for contested positions were given the opportunity to provide a statement of candidacy to be published in the newsletter. Those provided are in this issue.

DISCLAIMER: The opinions expressed within the candidacy statements may not be the opinions of Branch 2184.

The election will be conducted by secret mail ballot. Ballots will be mailed to the last known addresses of eligible members. The election committee determined **November 3, 2023** to be the date ballots will be mailed to eligible members. Ballots will include instructions and return deadline dates. Ballots must be mailed back to the Election Committee.

Ballots will be counted on **November 27, 2023**. Results will be announced at the December 6, 2023 Branch Meeting.

-- Jackie McGregory
A/Recording Secretary