

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 2007

**Branch 2184  
National Association  
of Letter Carriers**

**AFL - CIO**

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Taylor, MI 48180-1815

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E-Mail :

NALC2184@sbcglobal.net

**Office Hours:**

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

Monday through Friday

**Calendar**

**Branch Meetings:**

May 2, 2007

June 6, 2007

7:30 p.m. - Union Hall

**Retirees Meetings:**

May 9, 2007

June 13, 2007

12:30 p.m. - Union Hall

**In this issue:**

Presidents Report	1-3
EVP Report	3
Scholarship Form	5
COLCPE	10
EXE Board Notes	11
Branch Picnic	12

## President's Report

### Postal Service Rejects NALC Offer

On April 6, NALC President William Young announced that negotiations with the USPS have ended in an impasse. Young reported that the USPS "top leadership" had flatly rejected the NALC proposal. The rejected proposal would have created a strategic partnership between the NALC and the Postal Service, one that would have protected the future of the Postal Service while also protecting City Letter Carrier jobs. Young went on to say "We are shocked by their refusal to work jointly, and now have no choice but to pursue our bargaining goals through interest arbitration". Young said that the NALC will spare no expense and no effort to win substantial pay increases in the arbitration process. He also announced that in light of the USPS rejection, the offer made by the NALC would formally be withdrawn. These proposals included the restructuring of the city carrier workforce that would have provided for a regular workforce with Monday through Friday positions. It would have eliminated all casuals and created a part-time union work force on Saturday. These provisions were withdrawn as a consequence of the impasse.

### Multi-Track Strategy to Confront Outsourcing

President Young outlined the multi-track strategy at the Committee of Presidents meeting held in Ponce PR March 25 – 26. At the meeting Young told the assembled Presidents that he was not sure if the USPS would agree to the NALC contract proposals. He assured those in attendance that we would be prepared to go to arbitration and would spare no expense to ensure that letter carriers receive substantial pay increases to reward them for their contributions to the success to the USPS. The other track being taken by the NALC is on the legislative front. Reaching an agreement with the USPS has always been contingent on them agreeing to stop the outsourcing of letter carrier craft work now and in the future. However the Board of Governors and Postmaster General Potter were un-

**Officers**

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Executive Vice President .....	Jim Wolstencroft
Vice President .....	Carol Clark
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Financial Secretary Treasurer .....	Cathy Tondreau
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Health Benefits Representative .....	Jim Powell
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Trustee .....	Patricia Linna
Trustee .....	Gloria Warthen
Editor .....	Leonard Zawisa

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.....	Bruce Prevost (alt)
Dearborn Main .....	Cathy Tondreau
.....	Darryl Clay
.....	Ed Williams (alt)
.....	Nikki Passage (alt)
Dearborn Annex .....	Melvin MacDonald
.....	Darrin Mifsud
.....	Roderick LeLental (alt)
.....	Tom Klecha (alt)
Teleford .....	John Czuchrak
Dearborn Heights .....	Linda Pollack
.....	Jim Hales
.....	Greg Silvestri (alt)
.....	Ian Mair (Alt)
Flat Rock .....	Gloria Warthen
Grosse Ile .....	313-295-1640
Inkster.....	Bryon Hendricks
Lincoln Park.....	Dave Reise
Monroe .....	Chad Zion
.....	Chris Carmon
.....	Eric Venzke
Northville .....	Elizabeth Maliszewski
Plymouth .....	Don Oziemski
.....	Paul Pastula
.....	Bob Venning (alt)
.....	Heather Smallwood (alt)
.....	Ricky Rosales (alt)
.....	Patricia Linna (alt)
Rockwood .....	Gloria Warthen
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.....	Bob Parisi
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.....	Joan Hicks
.....	Raymond Tobin
WW - Canton .....	Sue Broge
.....	Dianne Daley
.....	Kathy Hayes (alt)
Ypsilanti.....	Alan Grajczyk
.....	Rick Rider
.....	Jim Riddle (alt)
.....	Scott Hurd (alt)



*Branch 2184 Speaks* is published 6 to 10 times a year by Branch 2184, National Association of Letter Carriers, AFL-CIO.

The opinions expressed in this publication, March/April 2007, 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.

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*(Continued from page 1)**President's Report*

willing to agree. Due to the impasse, the NALC will pursue legislative protection to stop the USPS from contracting our letter carrier craft work. Action on the legislative front is already heating up. On March 28 Congressman Albio Sires (D-NJ) introduced a Sense of the House Resolution H. Res. 282. (A Sense of the House Resolution is legislative language which offers the opinion of the House members but is not law.) House Resolution 282 was introduced for the purpose of expressing the Sense of the House of Representatives that the USPS should discontinue the practice of contracting out mail delivery services. While no action on H. Res. 282 has been taken, it would be the first step in preparing for formal legislation to be introduced. On April 16, President Young and other national officers joined with NALC members from across the country in an informational picket outside the USPS headquarters in Washington. The next day President Young and other postal union officials testified before a House Postal Subcommittee urging Congress to Block the USPS policy of contracting out post office work. Joining President Young were Rural Letter Carrier President Pitts and Mail Handlers President John Hegarty, along with Supervisors President Ted Keating and National Association of Postmasters President O. Dale Goff.

### **Neutral Arbitrator Selected**

The NALC and the USPS have agreed on a neutral arbitrator, President Young announced the selection of Richard Bloch. The panel members have set four weeks for testimony to begin the week of Sept. 10-14, Sept. 24-28, Oct. 29-Nov. 2, and Nov. 5-9. Commenting on the weeks selected for testimony President Young said, "Given this schedule, it is anticipated that a decision on the contract will be rendered in mid-November".

-- *Mark Judd*  
President

# **EVP's Report**

## **When Grievances Are Good for Management**

Not all grievances are bad news for management, but actually help them in getting what they need. All over the country postmasters are complaining about being understaffed and not being allowed to hire in their offices. As carriers, we know what happens when there are not enough bodies to get the job done, overtime goes through the roof. This can create situations that can spiral out of control. First, there is forced O.T., then comes carriers that are overworked which results in injuries and sick calls and more forced O.T. this goes round and round. This is not a pleasant situation to be working in for anybody, management and carriers alike.

This is where O.T. grievances should be filed and monetary remedies should be requested. As long as I've been a union rep the only way to make management stop forced O.T. is hit them in the pocket book. Some offices have sufficient ODL, but most do not. In offices that are understaffed, the ODL can make all the difference. Office complements are based on hours of work not how many carriers are on the ODL. Filing such grievances tells upper management where there are problems. Local managers do put in for hiring only to be turned down by their managers telling them they are not running their operations right or their just fine with what they have.

When there are monetary remedies' constantly coming out of a certain office this sends up the red flag that upper managers can't ignore forever. Hopefully, this will be the case in some of Branch 2184's offices. Recently the amount of O.T. violations have been staggering with remedies in the tens of thousands of dollars. Even though the Stewards are enforcing the contract and doing a great job, this is a sad statement that this is even happening. When your office is short staffed think of it as helping management get the proper staffing they need when you file that grievance for forced O.T..

--*Jim Wolstencroft*  
Executive Vice President

## Contract Corner...

**Q: A carrier in my office has been off work for more than eight months and a PTF carrier has been doing her route as a temporary holddown for the entire time. Doesn't that cause the PTF to be promoted to full-time regular?**

**A:** The situation you describe should trigger a promotion to full-time regular, but not necessarily the promotion of the carrier working the temporary holddown (opt). Rather, in accordance with Article 7, section 3.C of the Contract, it is the *senior PTF* that is promoted to full-time status. This should occur whenever there is a part-time flexible employee working eight or more hours a day, five or more days per week, and on the *same assignment* for six months or more. The promotion of the senior PTF under these circumstances **must** occur regardless of the size of the office or the opinion of management's so-called "complement committee." The cited Contract provisions state that "this demonstrates the need for converting the assignment to a full time position." What this means is first, the senior PTF is promoted to full-time regular (note: the promotion is NOT to "full-time flexible.") Then, because the creation of a new assignment required by the Article 7 language, management must also post for bid a newly created "vacant assignment – Reserve Letter Carrier" (often referred to as an RLC position), with bidding on the new assignment conducted in accordance with normal Article 41 provisions.

Of further note, and separate from the Contractual requirements discussed above, in USPS Installations with 125 or more work-years of employment, a July 1987 National Memorandum of Understanding provides that where a part-time flexible has performed duties on *any assignment or assignments* at least 40 hours a week, five days a week, for a period of six months or more, the senior part-time flexible is also converted to full-time status. However, in this situation, the promotion is to a full-time flexible position, where the carrier is

full-time but has flexible reporting times and flexible nonscheduled days as determined by management based on operational needs established on the preceding Wednesday each week. In Branch 2184, the only USPS Installations where this MOU is applicable are Taylor, Dearborn, and Westland/Wayne/Canton. Under NO circumstances can full-time flexible positions be created or exist in Installations with less than 125 work-years of employment.

**Q: I signed the regular overtime desired list and wanted switch to the work assignment overtime list, but was told that I could only do this during the sign up period before each quarter. Is that correct?**

**A:** Yes, that is correct. During the two weeks prior to each postal quarter, which is the last two weeks of March, June, September, and December, fulltime

*(Continued on page 7)*

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# Branch 2184 2007 Scholarship Application

## Qualifications:

1. Must be a dependent child of a Branch 2184 member in good standing (active or retired) or a child of a member now deceased and cannot be 24 years of age or older the year of application.
2. Applicant's parent must be a member in good standing of Branch 2184 for at least one (1) year prior to making application, with the exception of children of members now deceased who were previously members in good standing of Branch 2184 at the time of their death.
3. Must be a high school senior, high school graduate, GED recipient, or attending college or technical school (undergraduate) at the time of submitting the application, and attending an eligible school in the fall.\*\*
4. Only one application per child per year. Only one scholarship per family will be awarded each year.
5. Student must have maintained a 2.0 grade point average or above. A copy of grade transcript or equivalent must accompany application for scholarship.
6. If the NALC parent of a successful applicant is suspended by the Branch or makes an application for a supervisory position before monies are paid, the scholarship will be canceled. Children of members who have applied for a supervisory position are excluded from making application for two (2) years following withdrawal of the supervisory application.
7. Students with full scholarships are not eligible.
8. Eligible schools: accredited and licensed college, trade school, community college and schools of higher education only. The institution's eligibility shall be determined by the scholarship committee.
9. All decisions of the scholarship committee will be final.

\*\* TO BE ELIGIBLE TO APPLY FOR THIS SCHOLARSHIP YOU MUST BE ENROLLED IN OR ENTERING AN ELIGIBLE SCHOOL FULL-TIME IN THE FALL OF 2007

## Awards:

1. The scholarship committee shall award the scholarships by random drawing of all eligible applicants.
2. Scholarships will be on a yearly basis and will be awarded at the October monthly meeting.
3. Scholarships will be awarded in allotments of \$500.00. Two (2) scholarships of \$500.00 each shall be allocated.
4. Two (2) alternates will be selected in the event that any scholarship winners are later ruled ineligible. The alternates' names will not be disclosed.
5. The scholarship will be disbursed to the student when a copy of a receipt for tuition, room and board or books is provided to the committee. The student must be full-time as established by their school or college.

Member's Name:		Member's Phone Number:	
Member's Station:			
Applicant's Name and (Date of Birth):		Name of School:	
Address:		Address:	
Signature of Member:		Date:	
Signature of Applicant:		Date:	
Signature of Steward or Officer:		Date:	

**THIS APPLICATION  
MUST BE MAILED TO  
THE FOLLOWING  
ADDRESS:**

SCHOLARSHIP COMMITTEE  
BRANCH 2184, NALC  
6969 Monroe  
Taylor, MI 48180-1815

**Applications  
Must be Received by  
SEPTEMBER 15, 2007**

## Branch 2184 Prepares For 2006 NALC Food Drive

On Saturday, May 12, Branch 2184 will once again participate in the annual NALC National Food Drive, which is the largest and most successful food drive in the United States. Since



**LETTER CARRIERS  
FOOD DRIVE**  
Saturday, May 12, 2007

the NALC Food Drive began, over 500 million pounds of food have been collected nationally. In terms of food collected, Branch 2184 is consistently among the leaders Nationally for Branches our size.

## New Members

Evola, Kenneth Northville

**Welcome To Branch 2184**

## 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.

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## Contract Corner...

*(Continued from page 4)*

letter carriers can sign overtime lists or make changes from one list to the other. Changes from one list to the other cannot otherwise be made during the postal quarter under any circumstances, per Article 8, section 5.A. of the NALC/USPS Collective Bargaining Agreement. If a letter carrier wishes to remove their name from the regular or work assignment overtime list during the quarter, he or she may do so at any time. However, they must wait until the next sign up period to re-sign either overtime list.

**Q: Can the Union post the names of non-member on its bulletin board?**

**A:** The Union may post the names of non-members on its bulletin board as long as the Postal Service cannot prove that the material is unsuitable because it has caused, or will cause, an

adverse impact upon the Service to direct the workforce or manage its operations efficiently.

**Q: Can management discipline a Carrier for failure to meet the "18 and 8" casing standards?**

**A:** The NALC's position has always been, and remains, that the only basis for discipline is "unsatisfactory effort."

**Q: Does management have fourteen days to address a complaint listed on Form 1767?**

**A:** Instructions on Form 1767 say management has not less than the end of the shift or twenty-four hours to address the complaint.

--Joe Golonka

*Contract Corner*



## Taking Ownership Of Management's Issues – Why?

On many mornings in the Canton station a management employee announces the previous day's MSP (managed service points) "scores" – as if scanning customer mailboxes was some sort of contest for letter carriers – we who actually have real jobs and perform the actual productive work of the USPS. Most of us just shake our heads or outright ignore the silly MSP "scores" when they are announced. However, I am still incredulous that management actually thinks that we should care about *their* MSP results. In some ways it is a throwback to the "I know my goals" stupidity from the 1990s. Personally speaking, the existence of MSP scans on my assignment has never had any impact whatsoever on my work other than to waste my time on a daily basis. Just what kind of service do they think they are "managing?" How do they think the mail gets delivered?

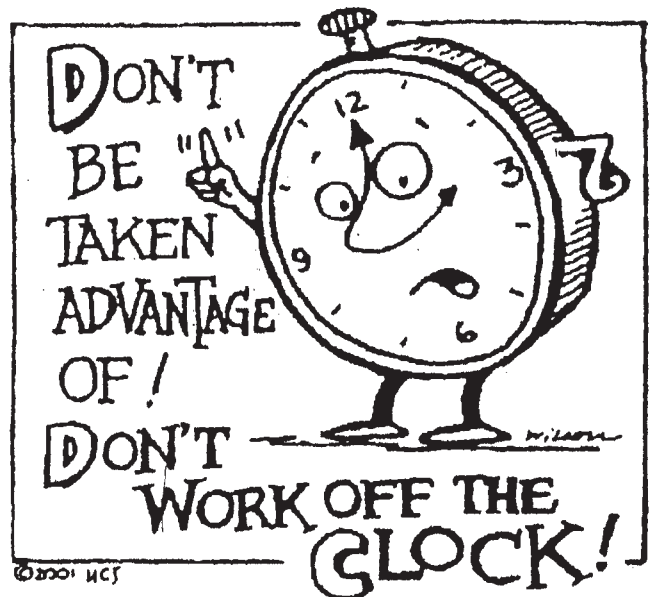
This not-so-subtle "programming" of craft employees to take ownership of management's self-defined issues would be laughable were it not for other, more serious manifestations of this behavior. For example it has become common for management to refer to a sick leave absence as an "infraction." Since when did becoming too ill to work become an "infraction?" An infraction is defined in the dictionary as "the act of breaching or violating, an infringement; a violation." Defining an employee absence caused by a personal illness or off-the-job injury as an "infraction" is a merely an infringement on common sense and a thinly disguised canard designed to make an employee feel guilty about being unable to work.

Another pertinent example of this is management's weird obsession with avoiding penalty overtime. Penalty overtime is merely a pay rule, nothing more and nothing less. Why should we care

about any other aspect of it, except to ensure that it is paid when contractually required? Yet I observe experienced letter carriers (Canton has the highest average letter carrier seniority of any station in Branch 2184) working off the clock on a daily basis rather than working small amounts of overtime – a classic example of making management's problem their own.

Why should we care if a management employee is called on the carpet by the District moguls because a craft employee worked a few units of penalty overtime? The last time I checked, no management employee had ever been forced to become a supervisor. They want to feel important? Then take what goes with it. Bizarre internal USPS policies or goals for local supervisors to achieve are simply not our problem. So hey, everybody, just chill out! Taking ownership of the USPS and its future, as we all must do, does not mean taking ownership of management's self-generated internal absurdities. Remember that the Postal Service survives and even thrives **ONLY** because our work – and in spite of management's thoroughly screwed up and misdirected priorities.

-- Joe Golonka  
Canton





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## 2007 COLCPE Contributors

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Cindy Trzeciak  
Bruce Prevost

### Dearborn Main

Darryl Clay  
Robert Kraus  
Henry Strange  
Cathy Tondreau  
Ed Williams

### Dearborn Annex

Nancy Altman  
Timothy Bailey  
John Dainus  
Rhona Diamond  
David Gilbert  
Mark Judd  
Thomas Klecha  
Joanne Kuzala  
Roderick Lelental  
Melvin MacDonald  
Darrin Mifsud  
Karen Regentik  
Daniel Smith  
Scott Wandyg

### Dearborn Teleford

James Likeric

### Dearborn Heights

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Frank Grosso  
Jim Hales  
Linda Pollock  
James Powell  
James Wolstencroft

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### Grosse Isle

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### Inkster

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Bryon Hendricks  
Roy McMahan

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Richard Rider

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Carl Belvees  
John Bostek  
William Lowe  
William Mason  
William Mather  
Brian Rodden  
Clarence Schukofsky  
Gino Stellabuto  
Leonard Zawisa

## Calendar of Events

Food Drive ..... May 12th  
Steward Meeting ..... May 15th at 7:30pm  
State Convention ..... May 18th-19th  
Branch Office will be **closed** on May 18th  
Steward Meeting ..... May 21st at 7:30pm  
Executive Board Meeting ..... May 21st at 7:30pm  
Memorial Day ..... May 30th  
Steward Meeting ..... June 12th at 7:30pm  
Steward Meeting ..... June 18th at 7:30pm  
Executive Board Meeting ..... June 25th at 7:30pm



**EXECUTIVE BOARD NOTES**

Date: February 26, 2007

1. Mark Judd reported that soar tickets were still available.
2. Mark reported that Midwest Dental sent out a proposal for a dental plan for Branch members.
3. The X-Board made a motion to bring to the membership a motion to purchase 5 tickets for the Korolowicz luncheon at the State Convention.
4. Jim Wolstencroft reported on baseball tickets availability for those who are attending the State Convention. Anyone interested, notify Jim.
5. The X-Board set the Per Diem for the qualifying delegates who are attending the State Convention. Delegates will receive \$20.00 Per Diem plus mileage. For full mileage, you must have two or more delegates per vehicle. Those that choose to drive separately only receive half of the actual mileage.
6. Cathy brought up a proposal from ADP to furnish required Department of Labor posters and postings. The X-Board declined ADP's proposal and Branch Retiree Officer will go on line and get the relevant postings and update as needed.
7. Cindy Trzeciak reported that March 15th is the deadline for registration for those who will be attending as delegates for the State Convention.

--Carol Clark  
Vice President

**Attend Your  
Branch Meetings  
First Wednesday of the Month  
7:30 p.m. at the Branch Hall**

**EXECUTIVE BOARD NOTES**

Date: March 26, 2007

Absent: Mark Judd, Jim Powell and Casey Pennington

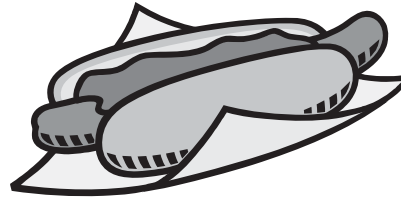
1. The Trustees have scheduled May 14, 2007 to do the Branch Audit. The Trustees will keep the Branch informed if the date of the Audit will be changed.
2. The Branch Picnic will be held on June 24, 2007. Encourage all members to attend. Any Volunteers to work, notify Cindy.
3. Carol Clark will be contacting Kroger about picking up their trash that has over-run our lot with their trash and fliers.
4. The X-Board discussed the possibility of repaint the entire building.
5. The 50/50 raffle tickets are on sale for \$1.00. All proceeds will all go to MDA. The drawing will be held at the Branch Picnic. You do not have to be present to win.
6. The Branch is currently doing Steward activities for Grosse Ile, and Ypsilanti. Any Volunteers that would stand up to serve as a Steward please contact Mark.
7. Congratulations to the Monroe Steward. The Stewards sent their first grievance to the B-Team and was successful. The OTDL was paid 32 hours at the appropriate rate.
8. The X-Board made a motion to send a card for Bobbie Green from Branch 3126, Royal Oak district, Father of Jim Green, a brother Union Member.
9. At the State Convention they will be holding a memorial service for NALC members from the State who have passed away during the past year, 3 members from our branch have passed and their names will be read out loud at the service.

--Carol Clark  
Vice President

# Branch Picnic Sunday June 24th



On Sunday, June 24, 2007, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families. Along with Union fellowship you will be able to enjoy good food and beverages, a live band and horseshoes. There are activities planned for children of all ages, including a moonwalk, dunk tank, and pony rides. The picnic will be held on the grounds of the Branch 2184 Office at 6969 Monroe Street in Taylor (just north of Ecorse Road). This day of family fun is free to all members and their families.



Watch for further information as it becomes available, including information that will be posted on Union Bulletin Boards in each station. **Circle Sunday, June 24 on your calendars and make plans to attend!**

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