

Branch 2184 ... *Union Courier*

Official Publication of Branch 2184, NALC, AFL-CIO

July/August 2024

President's Report

Branch 2184
Southeast Michigan
National Association
of Letter Carriers
AFL - CIO
6969 Monroe
Taylor, MI 48180-1815
(313) 295-1640
Fax: (313) 295-4134
E-Mail:
NALC2184@sbcglobal.net
Web Site www.nalc2184.org

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

Calendar
Branch Meetings:
September 4th, 2024
October 2nd, 2024
(7:30 p.m. - Union Hall)

Retirees Meetings
September 12th, 2024
October 10th, 2024
(12:30 p.m. - Union Hall)

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PICNIC WAS A SUCCESS

Our annual branch picnic took place on Sunday June 23, 2024. About 250 Branch 2184 members came out with their family and friends for the picnic. We had games for the kids, food, drinks, music, wet slides, a dunk tank and so much more for 2184 family and friends to enjoy. We had two 50/50 raffles for MDA where we raised a total of \$385.00 for MDA!

On July 13, 2024, we had a Picnic Volunteer Dinner as a show of appreciation for the volunteers that helped set up before and after the picnic, as well as helped during the picnic in some way. A special thanks to Erik Venzke and his Picnic Committee for a job well done on our picnic and volunteer dinner.

NALC STILL IN CONTRACT NEGOTIATIONS WITH USPS

Our National officers at NALC Headquarters are still in negotiations with the USPS for our next contract. There is no set date for arbitration on the contract, although Dennis Nolan has been chosen as the National Arbitrator in case we go to arbitration.

70 YEAR MEMBERSHIP PLAQUE PRESENTATION

On June 26, 2024, President Walt McGregory delivered a 70-year Membership Plaque to the home of Dearborn retiree James McMahon. Brother McMahon was not home, so his daughter made sure he got it and took pictures of him with his plaque. Congratulations brother McMahon!



BRANCH 2184 FACEBOOK PAGE

As of 07/26/2024, there are 221 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

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Officers

President.....	Walt McGregor
Executive VP	Jacqueline McGregor
Vice President	Darryl Clay
Recording Secretary.....	Katrina Jones
Financial Secretary Treas	Mark Owen
Sergeant at Arms.....	Paula Hall
Retirees Officer	Scott Watts
Health Benefits Rep	Jerry Cerpa
MBA Representative.....	Erik Venzke
Trustee.....	Tracy Mitchell
Trustee.....	Dave Reise
Trustee.....	Joe Golonka
Editor.....	Jim Hales
Arbitration Advocate.....	Walt McGregor
Route Adjustment Specialist.....	Dave Reise
Branch Scribe.....	Joe Golonka
Injury Compensation.....	Erik Venzke
Injury Compensation	Joe Golonka
Web Page Design	Jim Hales

Branch Contract Administration Unit

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



Branch 2184 Union Courier 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)
.....	Tod Lilla (alt)
.....	Scott Russel (alt)
Belleville	Bryon Hendricks
Dearborn (Main).....	Yvonne Jackson
.....	Karl Tamburro
Dearborn (Annex)	Jacqueline McGregor
.....	Jillian Hudgins
.....	Mohamad Rahal (alt)
.....	Kim Miller (alt)
Dearborn Heights	Shaun Fowlkes
.....	Chanel Harrison
.....	Marwan Ghotheimi (alt)
.....	Marquel Davis (alt)
.....	Jacqueline McGregor (alt)
Dundee	Walt McGregor (alt)
Flat Rock	Lillian Bogosian
Grosse Ile.....	Rachel Stachulski (alt)
.....	Tracy Mitchell (alt)
Inkster.....	Scherrie Lacey
.....	Phil Ashford (alt)
.....	Kaliah Patrick (alt)
Lincoln Park	Scott Watts
.....	Mark Owen (alt)
Monroe	Jacqueline McGregor (alt)
.....	Tracy Mitchell (alt)
.....	Keith Benedict (alt)
.....	Mark Owen (alt)
Northville	Jennifer Rake
Plymouth	Diego Forshaw
.....	Dan Marek
.....	Cassandra Mendrzycki (alt)
Rockwood.....	Courtney Duran
.....	Tracy Mitchell (alt)
Taylor	Keith Benedict
.....	Victor Siemiesz
Temperance.....	Walt McGregor (alt)
Trenton	Jeffery Webb
.....	William Douglas
Westland.....	Ananias Epps
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Walt McGregor (alt)
.....	Jacqueline McGregor (alt)
Canton	Ramon Robinson
.....	Shatyra T Young
Ypsilanti	Paul Bordine
.....	Ashley Seper

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of, and you will be approved. There is up to date information about what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates.

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

PROPOSED BYLAW CHANGES APPROVED BY MEMBERSHIP & NALC COMMITTEE OF LAWS

At the June 5th, 2024, Branch membership meeting, several proposed Branch Bylaw changes were approved by the membership.

The approved bylaw changes were then sent to the Committee of Laws at NALC headquarters, where they were reviewed and approved by committee members which includes Mack L. Julion, Chairperson, James W. "Jim" Yates, committee member and Manuel Peralta Jr., committee member.

NATIONAL CONVENTION IN BOSTON

Convention delegates have received their letter in the mail or via email with details and their responsibilities while attending the Boston Convention August 5th, 2024, through August 9th, 2024.

BUILDING UPDATE

The parking lot of the union hall is finished. The entire parking lot has new blacktop with parking lines on one side of the building. Both driveways have new cement. This was money well spent on our aging parking lot. Thanks 2184 members for allowing the upgrades to our property.

Enjoy the rest of your summer, Branch 2184 members! Stay safe!

-- *Walt McGregory*
President

EVP's Report

KIM TRAINING

The Kentucky, Indiana, Michigan (KIM) Training for NALC Region 6 will be conducted October 12-14, 2024, in Indianapolis, IN this year. It will be held at the Sheraton Indianapolis Hotel at the Keystone Crossing over the Columbus Day Holiday weekend. President Walt McGregory has selected over thirty of your Branch 2184 officers and stewards (Contract Enforcers) to participate in this training that will be put on by the Region 6 NBA David Mudd and his office. Some of the classes are Article 16/ Discipline, Joint Statement of Violence & behavior, OWCP/ECOMP, OWCP 2/ A Tale of Two Claims, LMOU, TIAREAP/Route Protection, OWCP CA-2, LMOU, Legislation, Retirement and Article 7.3.C/PTF. We are looking forward to going and receiving this training to bring back and use to help enforce our contract and defend you on the workroom floor.

TIAREAP

The TIAREAP MOU with the Postal Service expired 05/31/2024. Our regional office sent this email out to 146 people in the region on 07/25/2024: "On behalf of NBA David Mudd -

The decision has been made to pull all NALC people in region 6 off TIAREAP at the end of Friday July 26, 2024. All NALC people should be back on their routes as of Saturday July 27, 2024.

This is a tough decision to make but the right one under the circumstances.

All adjustments should stop where they are at in the process. If a zone is ready or has been to be sent to DOIS/AMS, or signed off on by the REATs or lead team, it can go forward. All others, in our opinion cannot be worked on anymore.

If management continues to work on zones unilaterally, please file any necessary grievances. Since the TIAREAP MOU ended on May 31, 2024, all adjustments should follow chapter 2 of the M-39 and

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any applicable MOUs.”

Branch 2184 has taken the position that TI-AREAP ended on 05/31/2024 and that any activity after that date is improper and should be grieved.

TIAREAP has not done any good for our branch. We do better with the Minor Route Adjustment process in Branch 2184.

STEP B CERTIFIED

I recently had the opportunity to attend Step B training in Troy Michigan during the week of July 15, 2024, through July 19th, 2024. I learned so much in that week. I want to give a special thanks to President Walt McGregory, for recommending me for this advanced training. I’m looking forward to ‘paying it forward’ training letter carriers on how to build better case files prior to sending those files to step B.

ANNUAL LEAVE CARRYOVER

Our employer, the United States Postal Service and NALC have agreed to a memorandum of understanding (M-02002) which allows the annual leave carryover limit to be 520 hours versus the normal 440 hours. Career employees, (PTFs and Full Time Regulars) may carry over 520 hours of accumulated annual leave from leave year 2024 to leave year 2025. This MOU will expire on 12/31/2025.

--*Jacqueline McGregory*
Executive Vice President



Branch 2184 Retiree Meetings

Our next Branch 2184 Retiree Meetings are scheduled to take place on **Thursday, September 12, and on Thursday, October 10.** The meetings start at 12:30 p.m. at the Branch 2184 office. Our Retiree Meetings are informal and they include food, beverages, the latest retirement information, and lots of good conversation. We are also planning some additional events for retired members. Further details will be forthcoming when they are finalized.

See You in September!

--*Scott Watts*
Retiree Officer

VP's Report

Greetings All!

Today I am writing to you as a RETIRED Letter Carrier. On July 1 2024, I officially retired from the USPS. The last 39 years have been filled with many joyous and some not so good moments. But after all, I have enjoyed the ride. Thank you to all for your support and well wishes. I will continue to serve as your Branch Vice President.

Details

As NALC stewards, we all get overwhelmed at times. Sometimes we are wearing too many hats. Take the time to look at your files carefully. Catch the “i” that is not dotted or the “t” that is not crossed. Paying attention to detail will help you build a better case file. Our management counterparts make a ton of errors and it is up to us to catch their errors. Sometimes we can win a grievance just because they made a silly mistake.

That is why we have to be on top of our game when representing our membership. We have to pay attention to details. Is the EIN correct? Are the listed past elements of discipline correct? Take all those other hats off, put your steward hat on and concentrate on your case file.

Don't be like them! They are not like us!

Still holding on?

Now that we have put our other hats back on and moved on, don't forget to process your files in a timely manner. Each one of our members deserves to have their issue handled as promptly as possible. All issues are important issues and each one should be handled with as much vigor and confidence as the last one. Keep the files moving

Thanks,

--Darryl Clay

Vice President

Trustees Report

On Friday, July 12 the Branch 2184 Trustees conducted a comprehensive audit of the Branch finances and property. Such audits are required by the United States Department of Labor to take place at least once every 6 months. Branch 2184 Financial Secretary-Treasurer Mark Owen and Branch 2184 Executive Vice-President Jackie McGregory provided helpful assistance with obtaining and providing necessary financial records and access to all inventoried Branch property.

Each of the Trustees independently reviewed every voucher, receipt, statement, and financial transaction that occurred during the 6-month period from January through June 2024. We also carefully inventoried all Branch property, going room by room in Branch 2184 office and also in our storage facility. When clarification or additional information was determined to be necessary, we questioned the appropriate Branch officer(s) who provided this to our satisfaction.

The Trustees are pleased to report that all Branch 2184 financial records were found to be in order and that all Branch property was fully accounted for. The next Branch audit will take place in January, 2025. Members that have any questions during the interim period should direct them to the appropriate Branch 2184 officer.

Branch 2184 Trustees

--Tracy Mitchell, Chairperson

--David Reise

--Joe Golonka

Branch 2184's 100th Anniversary Gala

Plans are now underway for the Centennial celebration of your very own NALC Branch 2184, as we commemorate the 100th anniversary of our Branch Charter, which was issued on November 25, 1924. The centerpiece of this celebration of our past, present, and future will be a special gala on Sunday, November 10, featuring a reception, dinner, and dancing along with special guest speakers and presentations. **This event will be FREE for our active and retired members that commit to attending prior to August 31.** Tickets for guests will be discounted at \$20. As further details come together, they will be announced in this publication as well as on our Branch website, and also posted on Union bulletin boards in our stations. Branch 2184 is legendary for its tenacious enforcement of letter carrier rights, but we can also throw one hell of a party! Stay tuned for further updates.

--Branch 2184 100th Anniversary Committee

Branch 2184 Route Inspection Training

The USPS Michigan 1 District has notified Branch 2184 President Walt McGregory that they will be conducting a 6-day mail count and inspection in the Westland 48185 zone from September 7 through September 13. Accordingly, the Branch has scheduled route inspection training that will be conducted by Branch 2184 route inspection specialists David Reise and Erik Venzke. The training presentation will take place on Wednesday, August 28 at the Branch 2184 office beginning at 6:45 p.m. Refreshments will be served. Although the training priority will be our members with bid assignments in the 48185 zone, other Branch 2184 members from Westland and other stations are also invited to sit in. Please notify the Branch 2184 office at (313) 295-1640 if you plan to attend, so that we can have sufficient training material and refreshments. See you on August 28!

--David Reise and Erik Venzke

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 Blue book at least 90 days 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.

Training Report

First off, I would like to thank the membership for allowing me to attend the Branch Officers Training that was taught in Washington DC on 04/22/2024 through 4/25/2024 by NALC National Officers. This was an in-depth training that covered a myriad of topics ranging from branch finances and policies to bylaws and fiduciary duties. There were also classes on managing risk and fraud prevention that provided some invaluable information on preventing and combatting new fraud schemes such as check washing. If you have not heard of check washing this is where criminals digitally manipulate stolen checks to create duplicate counterfeits electronically to be printed and cashed. A couple of the preventive measures that were discussed that banks offer to combat this type of fraud for business or individuals to prevent being victimized are called Positive Pay and Reverse Positive Pay. Both of which provide systems to verify checks presented to the bank before processing payment. The difference between the two is cost and to whom the responsibility to verify the checks relies. Whereas Positive Pay is usually being offered at a fee, but the bank is responsible for the verification of the checks and Reverse Positive Pay where if there is a fee it is much less, and the responsibility of check verification is on the customer after the bank sends an electronic notice. As mail carriers we know the security of the mail is of the utmost importance for our customers and for

the preservation of our jobs. Hopefully, as more businesses become aware of these new security measures being offered, they will have a piece of mind and continue to feel safe in sending check payments by mail.

--Erik Venzke
Mutal Benefits Representative

Branch 2184 New Members

Ethan Raeburn	Dearborn Annex
Cameryn Cady	Canton
Lameka Blackmon - Bennett	Ypsilanti
Carlos Armando Herrera Chavez	Taylor
Suanita Henry	Dearborn Annex
Kyan Wilson	Dearborn Annex
Nathalie Medero	Westland
Shaymaa Hazemy	Dearborn Heights
Christopher Nelson	Dearborn Heights
Mark Darby	Taylor
DaMontae Nichols	Ypsilanti
Lisa Laub	Monroe
Nakia Cobb	Inkster
Maurice Brown	Canton
Adam Schroeder	Westland
Janae Mitchell	Dearborn

*Welcome to
Branch 2184*

Contract Corner:

Driving Restrictions or License Revocation

Sometimes a letter carrier will have their State Driver's License revoked or restricted for a period of

time. Of significance, this does not always occur solely because of driving-related issues, as it can also be in response to medically-related factors. In other instances, postal management may administratively suspend an employee's USPS driving privileges on a temporary basis for various reasons. **However, the temporary inability to drive a postal vehicle does NOT by itself mean that a letter carrier cannot work.**

Article 29 of our Contract deals with situations involving the limitation or revocation of State Driver's Licenses, as well as the suspension of postal driving privileges by management. This requires that "every reasonable effort will be made to assign the employee in non-driving duties in the employee's craft or in other crafts. This requirement is not contingent upon a letter carrier making a request for non-driving duties. **Rather, it is management's responsibility to find suitable work**, whether it has been requested or not.

This responsibility was further defined by National Arbitrator Carlton Snow in April 1998 in case I94N-4I-D 96027608. In accordance with Arbitrator Snow's award, in situations where letter carriers temporarily lose driving privileges, **regardless of the reason**, management must: 1) first attempt to provide non-driving city letter craft duties within the carrier's regular Installation and schedule. This can include delivery of mail where alternate transportation arrangements can be arranged. If sufficient work is unavailable within the carrier's regular schedule, an attempt should be made to assign work on other hours and days; 2) If sufficient work is still unavailable, a further attempt should be made to identify work in other crafts as long as this would not be to the detriment of the employees of the other craft; 3) If there is such available work in another craft, but the carrier may not perform that work because it would violate that craft's Contract agreement, the carrier must be paid for the time that the carrier otherwise would have performed that work.

In summary, postal management has a substantial and contractually mandated responsibility to find work for any letter carrier whose driving privileges have been temporarily suspended or revoked. **Be aware that Postal Service employees are required to immediately notify postal management if this has occurred. Failure to do so can result in serious disciplinary consequences.** Because of management's obligations discussed above, a letter carrier should not fear a loss of work and use this as a reason for failing to notify management of the suspen-

sion of revocation of their State Driver's license.

Time Records Fraud and Falsification Committed by Management

Letter carriers that have reason to believe that management has altered or deleted their time records or work hour data should immediately request to meet with their steward so that this can be further investigated by the union. When meeting with your steward, provide them with as much information and evidence as possible that supports your concerns. Unfortunately, wage theft as well as other forms of time records fraud and falsification committed by Postal Service management by altering and deleting employee work hour data has long been and still is a widespread problem throughout the United States.

Over the years we have discovered and effectively responded to a number of documented instances of time records fraud and falsification as well as outright wage theft committed by local management in several of our Branch 2184-represented offices. Union investigations and consequent grievances have resulted in thousands of dollars of stolen wages returned to our members and correction of the altered time records. However, it is all but certain that we have not caught them every time. **That is why your own vigilant monitoring of work hours on a daily basis is essential.**

Time record falsification, fraud and wage theft is a very serious offense, but postal management is only concerned if they think that it was committed by a craft employee. However, misconduct of this nature committed by Postal Service craft employees in fact rarely occurs. Supervisors and managers that are caught engaging in wage theft or in other forms of work hour falsification are seldom held accountable in any manner, as their behavior is just covered up or outright ignored. Their only mistake, in management's way of thinking, was getting caught. In fact, some of those in management committing wage theft and time records fraud have been promoted soon after they were caught.

Postal Service management invented recycling long before it became popular. They rarely get rid of their own management garbage and instead just re-

cycle dishonest, abusive, and problematic supervisors and managers to other locations, some of them over and over again. Despite the blatant double standard of accountability, **the most effective response by letter carriers to time records fraud, falsification and wage theft committed by management is diligence and careful attention to your work hours and TACs codes.** Make the protection of your own livelihood a regular part of your USPS employment.

--Joe Golonka
Branch 2184 Contract Administration

Retirees Officer

I hope this finds all of our members well, and that you are enjoying the warmth of this summer season. Especially for our active members that work every day delivering mail, I hope that you are also finding time for relaxation. As we navigate through these sunny summer days, I would like to take the opportunity to remind everyone about an important aspect of retirement planning – obtaining an annuity estimate.

An annuity estimate is a crucial step for appropriately understanding the future financial security and planning for retirement. It provides a clear picture of expected post-retirement income, helping to make informed decisions regarding financial stability and lifestyle choices.

I strongly encourage all members of our NALC Branch to request their annuity estimates at their earliest convenience. This proactive step will ensure that they are well-prepared and can enjoy a comfortable and worry-free retirement.

Our Branch 2184 office is readily available to assist with any questions or to provide guidance with the process of obtaining an annuity estimate. We are committed to providing all necessary support and information to make this process as smooth as possible. To request your annuity estimate, first go to Lite Blue for detailed instructions.

Thank you for your attention to this important matter! Wishing all of our members a warm, safe,

and happy summer. May this season be filled with joy, relaxations, and memorable moments.

--Scott Watts
Retirement Officer

TIAREAP's AFTERMATH

On May 31, 2024, TIAREAP (Technology Integrated Route Evaluation and Adjustment Process) finally expired. I don't have kind words for its obituary. In fact, I am glad it is dead. At National Business Agent David Mudd's Regional Webex this past June, he had as his guest our National President, Brian Renfro, who answered myriad questions. Concerning TIAREAP, he said "they have been talking about finishing up what's out there, and it worked great for both sides." He added that "they need language (in any future joint process) that would prevent management misbehavior and to prevent them from doing stupid stuff."

To be blunt, from my perspective, TIAREAP beat us up pretty good. Regional Administrative Assistant Kyle Inosencio reported that over 2 ½ years the bottom line of plus/minus was that the Michigan 1 District lost 29 routes, Michigan 2 District lost 25 routes, and Indiana lost 25 routes. I think the big thing that hurt us was the use of Digital Street Review (DSR) as well as the secretive nature of the whole process. In past years the route evaluation teams had to justify and share with members any anomalies during the 8-week analysis. With that being said, the members could dispute any date on which the evaluation and adjustment was made. Most members would need help from the REAT's (Route Evaluation and Adjustment) or the station steward to understand what happened.

However, Under TIAREAP everything seemed so secretive. Our members were just told the final evaluation numbers and that was the end of it. For example, the REATS could arbitrarily choose to eliminate all Monday data because they considered the mail volume for Monday and anomaly compared to the rest of the week. Well, if we knew what was happening, we could make an argument and appeal up to the District lead team. But with the secretive

nature of the TIAREAP process we lost to ability to dispute anything. Examples of some other things that DSR picks up and eliminates time for are double deliveries, for example when a carrier drops a large parcel and later delivers mail to the same mailbox; or backtracking and extended breaks and lunches. If these types of anomalies were at least explained to the carriers, then perhaps it would at least be a learning experience.

However, when our union's National President says it "worked great both sides," I think that something akin to TIAREAP is in our future. We also need to make TIAREAP a referendum in our next election of National Officers. The NALC should not be concerned with what works for "both sides," only with what works for letter carriers. Other than that, the best we all can do is work safely, learn, and abide with M-41 work rules, and learn what is your route is evaluated at. If YOU know that it is a 9-hour route and an adjustment team tells you it is only 8 hours – SPEAK UP!

--David Reise
2184 Route Adjustment Specialist

Branch Uniform Bank Now Open!

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

CCAs please call prior to coming to the Union Hall so that we can make sure someone is available to assist you.

Lets make our new members feel welcome.

For more information call
313-295-1640



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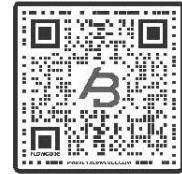
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Letter Carrier Political Fund Contributors

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Tod Lilla
✓ Mark Owen
Kevin Pierson
Karen Russell
✓ Kris Shaw
Robert Willbanks

Belleville

✓ Bryon Hendricks
✓ Lynn Taylor (R)
✓ Cindy Trzeciak (R)

Dearborn Main

Jerry Cerpa
✓ Darryl Clay

✓ Symone Coleman
✓ Wanda Ellison
✓ Lisa Franklin
✓ Damon Green
✓ Yvonne Jackson
✓ Bob Panchenko (R)
Karl Tamburro
✓ Ed Waldon
✓ Tammy Wheeler
✓ Leonard Zawisa (R)
✓ Margaret Zywicki (R)

Dearborn Annex

✓ Mark Cornett
✓ Sherry Garcia
Jillian Hudgins
✓ Mark Judd (R)

✓ Thomas Klecha (R)
Joanne Kuzala (R)
✓ Roderick Leental (R)
✓ Melvin MacDonald (R)
✓ Carol Macieczni (R)
William Mather (R)
✓ Jackie McGregory
✓ Brian Robinson
✓ Brian Rodden (R)
Sellier Jason
✓ Jerry Taylor
✓ Cathy Tondreau (R)
✓ Joseph Vitie (R)
✓ Steven White (R)

Dearborn Heights

Roger Corpolongo (R)
Shawn Fowlkes

✓ Hassan Ghoiteimi
✓ Marwan Ghoiteimi
Chanel Harrison
✓ Ian Mair (R)
✓ James Powell (R)
✓ Pamela Sellers
Christopher Tostige (R)
Manual Williams
✓ Jim Wolstencroft (R)

Dundee

✓ Jerome Mannlein (R)

Flat Rock

✓ Lillian Bogosian

Grosse Isle

✓ Rachel Stachulski

Inkster

Phil Ashford

- ✓ Carl Gibbs (R)
- ✓ Scherrie Lacey
- Diama Taylor
- ✓ Kaliah Patrick

Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Arleen Blanchard
- ✓ Laura Fitzgerald
 - ✓ Paula Hall
- ✓ Ronald Hausch (R)
 - ✓ Nicole Pace
 - ✓ David Reise (R)
- ✓ Barbara Scaggs (R)
 - ✓ Scott Watts (R)
- William Mason (R)

Monroe

- Carissa Creech
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)

Northville

- ✓ Ricky Hatfield
- ✓ Jennifer Rake
- ✓ Janice Mitchum
- ✓ Val Watkins
- Loianne Vester

Plymouth

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

Rockwood

- ✓ Courtney Duran

Taylor

- ✓ Adeyinka Adeduntan
 - ✓ Keith Benedict
- ✓ Patricia Davis (R)
 - ✓ Dawn Gable
- ✓ Alexander Heatherly
 - ✓ Jason Josaitis
 - ✓ Ryan Judd
- ✓ James Kelly (R)

Frances McGuchin (R)

- ✓ Walter Modelski (R)
 - ✓ Timothy Murray
 - ✓ Bob Parisi
 - ✓ Tom Rauch (R)
 - ✓ Bob Sedore (R)
 - Victor Siemiacz
 - ✓ Irene Sly (R)
- ✓ Suzanne Stevens (R)
 - ✓ Jeanie Youtsey

Temperance

- ✓ Kari McLachlin

Trenton

- ✓ Gwen Heffinger (R)
 - ✓ Larysa Larson
 - Tracy Mitchell
- ✓ Casey Pennington
 - ✓ Jeffery Webb
- ✓ William Douglas

Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Ananias Epps
- ✓ Albert Gilliespie
- ✓ Cynthia Harris
- ✓ Katrina Jones
- David Lehman (R)
- David Marshall
- ✓ Walter McGregory
 - ✓ David Rumley
- ✓ Edward Sikora (R)
 - ✓ Aaron Toth

- ✓ Nakia Whitfield

Canton

Angeleta Eaton-Hicks

- ✓ Joe Golonka (R)
 - ✓ John Hite
- ✓ Bonnie Price (R)
- ✓ Ramon Robinson
 - ✓ Denise, Viola
- ✓ Shatyra Young

Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
 - ✓ Paul Debruyne
 - ✓ Patricia Neeley
 - ✓ Dave Rowland
 - ✓ Danita Hill

Protect your job
"Give to the
Letter

Carrier Political
Fund today!"

Call

313-295-1640

✓ Check mark indicates
you are signed up for
automatic contributions.

R = Retired members.

LCPF Disclaimer

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.



BRANCH 2184 - OUR FIRST 100 YEARS

In October 1999 Branch 2184 celebrated the 75th anniversary of its Charter as a local Branch of the NALC. The festivities were highlighted by a membership banquet. Then Branch 2184 Executive Vice-President and now retired NALC Gold Card member and current Branch Trustee Joe Golonka composed a narrative history of the Branch for the banquet program. Now, as we prepare to celebrate our 100th anniversary, Joe has rewritten and updated our history.

In The Beginning

Branch 2184 of the National Association of Letter Carriers received its Charter as an NALC Branch on November 25, 1924. The newly formed Branch was located in the city of Dearborn, Michigan. The Great War, as World War I was then known, had been over for six years and it was the middle of the “Roaring 20s” for much of America. However, despite an era of general prosperity, especially for wealthier Americans, the Union movement and Organized Labor was struggling against corporate, political, and government resistance led by the stridently anti-Labor Warren Harding, Calvin Coolidge, and Herbert Hoover Presidential Administrations.

In 1924 Edward Gainor was in the 10th year of his 27-year tenure as NALC National President. The NALC had affiliated with AFL (American Federation of Labor) in 1917. Letter Carrier wages then ranged from just \$1400 to \$1800 a year in this era before collective bargaining. Congress had recently passed a bill to increase letter carrier wages by \$300 a year, but President Calvin Coolidge vetoed it. The legislation was finally signed into law in 1925, despite continued fierce political resistance. Although a mediocre salary for the time, during the subsequent Great Depression years it was considered to be substantial.

However, city letter carrier wages were cut by Congress in a government economy move during the Depression year of 1932. Letter carrier wages remained substandard for the next 38 years, until the Postal Reorganization Act of 1970 gave the NALC the right to bargain for wages and benefits instead of begging an often hostile Congress and unsympathetic Presidential administrations for pay raises. In fact, city letter carriers did not receive another permanent pay increase until July 1945, as the Second World War was ending.

Meanwhile, Branch 2184 remained the union representative entity for Dearborn letter carriers, who also delivered mail in Melvindale and the growing suburb of Dearborn Heights. Many Branch 2184 members served with distinction during the Second World War and also during the Korean conflict in the early 1950s, some of them interrupting their postal career to do so. The 1940s and 1950s also saw the the intial employment of women letter carriers in the United States, who capably demonstrated their ability to handle what had traditionally been a male-dominated profession.

During the 1950s letter carrier working conditions and wages were under constant attack from the Eisenhower Administration and from a resolutely anti-labor postmaster general. Even as prosperity was widespread in much of the nation, letter carriers were prevented from sharing in the economic pie. Many letter carriers had to work a second job in order to cover basic necessities for their families.

Frustration festered during the 1960s, and Branch 2184 joined with other area NALC Branches to form the “Liberator District” of the NALC. The Liberators, as they were known, promoted an aggressive and united approach to letter carrier issues and to lobbying efforts, along with an emphasis on education, communication, and information sharing. Although the Liberator District merged with the Michigan State Association of Letter

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Carriers in 1968, the success of a united approach to our issues had been aptly demonstrated.

The Dawn of the “Modern Era”

In a display of solidarity with their Union brothers and sisters across much of the nation, Branch 2184 members actively participated in the legendary March 1970 strike. Some of the participants in that courageous action are still with us as retired members of our Branch and the NALC. Strike signs that were signed by our active members in 1970 were later framed and are proudly displayed in our Branch 2184 meeting room. An iconic picture of striking Branch 2184 members picketing the Dearborn post office appears in “*Carriers in a Common Cause*,” the official history of the NALC.

The strike paved the way for substantial letter carrier wage increases and the right to collectively bargain for wages and benefits under the Postal Reorganization Act of 1970. On July 1, 1971, the “Post Office Department” which had been a cabinet-level government agency, ceased to exist. The Post Office Department was replaced by a new “quasi-independent” agency known as the United States Postal Service, a self-funded agency that was no longer dependent on the whims of the Legislative and Executive branches of the Federal government for funding. Also during the 1970s, Vietnam era military veterans began to join our letter carrier ranks.

The groundwork had been laid for a series of local Branch mergers (known as amalgamations) that began with Branch 2184’s merger with the Inkster, Michigan NALC Branch on September 1, 1972. Under the guidance of longtime Branch President Richard Adams, the remainder of the 1970s and the 1980s saw a continuing series of amalgamations between Branch 2184 and smaller neighboring Branches, each of them making the Branch ever larger and stronger.

During the 1960s and 1970s the Branch had leased office space on Maple Street in Dearborn to conduct grievance processing and other union business, while our membership meetings were held at a nearby American Legion hall. However, in 1981 the Branch purchased its own facility and nearly two acres of property on Monroe Street in Taylor. The building had been vacant for some time and it needed extensive renovations. After these were completed it was ready for use both as office space and a meeting facility. More than 40 years later, we continue to proudly own and maintain our building and the surrounding property, which is also used for some Branch events such as our annual picnic.

City letter carriers that delivered mail in Lincoln Park, Wayne, Westland, Plymouth, Canton, Trenton, Woodhaven, Rockwood, Flat Rock, Taylor, Romulus, Grosse Ile, Belleville, and Northville all became members of Branch 2184 during this period. Branch 2184 was no longer known as the “Dearborn Branch,” but had now become the Western Wayne County Branch of the NALC. Then as now, Branch 2184’s hallmark was rigorous, no-nonsense and consistent contract enforcement on behalf of our members, even as the Branch developed and expanded other member services.

By 1990 Branch 2184 had become the second largest NALC Branch in Michigan, but there would be much more to come, including additional Branch mergers, widespread battles with postal management, a tragic shooting incident, and the transformation of the Postal Service into the automated era of mail processing and delivery technology. Branch 2184 would itself also undergo a still continuing period of modernization.

Promises Made, Promises Broken

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The decades of the 1980s and 1990s were an exceptionally turbulent time internally for the Postal Service. An existing culture of antagonism and open disrespect for craft employees and especially for city letter carriers further deteriorated into a widespread pattern of abusive management conduct that was encouraged and rewarded at every level of USPS hierarchy. The work floor environment became intolerable in many post office stations throughout the United States, culminating in a series of violent incidents and tragic shootings. On November 14, 1991 our NALC union brothers and sisters in nearby Branch 3126 were devastated by a shooting rampage at the Royal Oak post office which killed five employees and wounded several others. Unfortunately, it did not end there.

The same abusive postal management culture existed in many Branch 2184 offices. On May 6, 1993, a shooting rampage at our Dearborn Main post office killed two and wounded one other person. In a display of compassion and solidarity, during the next several days letter carriers and others from numerous other post offices came together to assist their union brothers and sisters from Dearborn, who had been devastated by the attack.

Following these and numerous other tragic incidents at post offices throughout the United States, the NALC and other postal unions pushed hard for internal cultural change within the USPS. When promised changes were slow to occur and in many instances did not occur at all, Branch 2184 leadership as well as our members picketed the Dearborn post office, calling direct attention to the failure of USPS management to clean up its abusive and disrespectful behavior, which continues in many locations to this day.

A Union “Grievance Mill”

Meanwhile, changes were underway within Branch 2184 and with letter carrier job duties. Following his long tenure as Branch President, Dick Adams retired. He was succeeded during the 1990s by Tim Manning and then by Paul Diebolt. Under Tim’s and Paul’s insightful leadership, Branch 2184 began a modernization process. The personal computer age was just beginning, and Branch 2184 was among the first NALC Branches to make use of this boundless new technology. The Branch’s internal structure was also modernized with the establishment of a functioning executive board and updated Branch Bylaws.

Something that did not change during the 1990s was postal management’s flagrant disregard and outright contempt for our labor contract and its negotiated work rules and procedures. One postmaster in a Branch 2184 -represented installation announced on her first day that “I didn’t sign the contract, so I don’t have to abide by it.” During the succeeding months she was proven to be quite wrong. Following hundreds of grievances in that installation which cost the USPS hundreds of thousands of dollars, along with labor charges and other union responses, she was finally “moved” – promoted to a higher-level postal management job in another State.

In each of our post office stations, Branch 2184 continued and even improved on what we already did best – rigorously enforce the collective bargaining agreement. Hundreds and even thousands of grievances were initiated in some Branch 2184 stations each year, as our dedicated stewards and branch officers spent countless hours fighting back. During the middle and late 1990s while the contract enforcement war was raging, Branch 2184 was tagged by some in management as a “grievance mill.” We wore that label as a badge of honor. Revisions to the contractual grievance procedure beginning in 1998 streamlined some aspects of the process, but ultimately proved of little value in halting or even slowing management’s open disregard for negotiated work rules and procedures.

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The developing computer age and flourishing of the Internet brought new tools and information access which were quickly harnessed for use by Branch 2184 officers and stewards to represent our members more effectively. The early and middle 1990s also brought the first of several significant changes to the letter carrier job in the form of machine sequenced letters, known as delivery point sequencing. The dynamics of the job were changing, with letter carrier assignments having less office time and more street time. More changes were soon to be realized.

A New Millennium and New Issues

The first years of the new millennium saw a resumption of mergers with neighboring NALC Branches, beginning with Ypsilanti in 2004. A few years later Monroe, Temperance, and Dundee also became part of Branch 2184, providing additional resources as well as dedicated and talented letter carrier members. Following a period of internal political instability, Mark Judd began a 15-year tenure as Branch President in 2006. Under Mark's leadership we returned the Branch to its customary position of leadership and respect, even while continuing to modernize our contract enforcement function. At the same time, we began an upgrade and expansion of member services such as retirement and injury compensation assistance as well as adding a uniform bank and other services. At the end of his presidency Mark guided the Branch through the difficult first year of the Covid pandemic.

In 2008 the Postal Service initiated a nationwide attack on thousands of injured letter carriers, which they termed the National Reassessment Program or NRP. Those impacted included a number of Branch 2184 letter carriers. The officers and stewards of our branch coordinated a tenacious and effective response, resulting in perhaps our finest hour in the realm of contract enforcement. Each of 17 NRP-related grievances initiated by Branch 2184 on behalf of our members was ultimately resolved in favor of the union, either at arbitration or by settlements prior to arbitration.

Saving the Postal Service from Itself

Meanwhile, during the first decade of the 2000s ominous storm clouds were looming for the Postal Service and its craft employees, especially city letter carriers. Despite its status as a "quasi-independent" agency, the USPS is still subject to numerous federal laws and regulations. As such, political whims and ideological agendas can and do have an outsized impact on the Postal Service and its employees.

In late 2006, Congress passed and then President G.W. Bush signed legislation that imposed an onerous "prefunding" requirement of future retiree health benefits for the next 75 years. This was done under the guise of "postal reform" but it was effectively a poison pill designed to bankrupt the Postal Service so that its functions could be parceled out to private industry. Just a year later, an economic collapse began in the United States (the "Great Recession") and the USPS quickly slid into deep financial trouble. Misguided USPS leadership relentlessly pushed for service cuts, including a reduction of delivery days. Recognizing that the USPS was going to cut its services into extinction, the NALC and its members aggressively fought back. NALC legislative activists in Branch 2184 and throughout the United States worked tirelessly lobbying Congressional representatives to support real postal reform that would rescind the prefunding scam and position the USPS to effectively compete in the 21st Century delivery world. It took more than 15 years, but we finally succeeded with the passage of the Postal Reform Act of 2022, signed into law by President Joe Biden.

More Changes, but a Bright Future

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USPS financial struggles prior to the recent Postal Reform Act did act as impetus for changes in the letter carrier workforce structure. In January 2013 a binding contract arbitration decision created a category of non-career letter carriers known as city carrier assistants (CCAs). Unlike previous noncareer city carriers, CCAs had a career path. The first CCAs in Branch 2184 began work in early 2013, many of them former transitional employees (TEs). More than 65% of Branch 2184's current active members were formerly or are currently CCAs. Advanced scanning technology and the burgeoning package business throughout the United States has further changed the scope of duties for letter carriers.

In 2019 the Allen Park Branch merged with Branch 2184, becoming the 20th USPS Installation whose city letter carriers are represented by our Branch. In recognition of our increased geographic coverage into Monroe and Washtenaw Counties, in 2024 our members approved a Bylaws amendment that officially changed our name to Southeast Michigan Branch 2184 of the National Association of Letter Carriers. There will very likely be additional future mergers as area letter carriers further consolidate their strength and resources for the betterment of all.

In January 2021 Mark Judd handed over the duties of Branch President to Walt McGregory. Walt, along with our departed union sister Michele Szafran were Branch 2184's first graduates of the national union's prestigious Leadership Academy. They were joined in 2024 by Jackie McGregory, now giving us three NALC Leadership Academy graduates. There will be others to come as other talented and dedicated Branch 2184 members step up to make a difference.

Branch 2184 and its members have navigated many challenges and obstacles over the years. Our reputation for contract enforcement excellence remains unparalleled and a source of pride. But the future comes, and more quickly than we expect. For nearly 100 years Branch 2184's members have served as our nation's official couriers for an ever-increasing portion of Southeast Michigan. The next 100 years awaits.

--Joe Golonka
Branch 2184 Trustee

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"

Attend Your Branch Meetings

Next Branch Meeting

September 4th, 2024

7:30 pm @ Union Hall

Next Retirees Meeting

September 12th, 2024

12:30 pm @ Union Hall

BRANCH 2184'S 100TH ANNIVERSARY CELEBRATION

Please join us for a Special Gala Celebration of NALC Branch 2184's 100th Anniversary, taking place on Sunday, November 10, 2024 from 2:00 until 6:00 p.m. at

**The Prestige Banquet Hall
6600 Allen Road, Allen Park MI 48101**

Tickets are FREE for ALL active and Retired Branch 2184 Members who Commit to Attending by Saturday, August 31. Tickets for Guests will be Discounted at \$20. Please, no Children or USPS Management.

The Festivities will Include a Buffet Dinner, a Cash Bar, Music, Dancing, Special Guest Speakers, and a LOT of Union Solidarity as we Celebrate Branch 2184's Storied Past, while Looking Ahead to the Next 100 Years!

To RSVP, Please Call the Union Office at (313) 295-1640

Hatch Act Information For Letter Carriers – Allowable and Prohibited Political Activities

Do's (while off the clock and out of uniform)

Active letter carriers may—on their own time, away from work, out of uniform and not using a postal vehicle:

- Be candidates for public office in non-partisan elections (that is, elections in which none of the candidates are to be nominated or elected are representing a political party).
- Register and vote.
- Sign and circulate candidate nominating petitions and ballot initiative positions.
- Assist in voter-registration drives.
- Speak and write publicly and otherwise express opinions about candidates, ballot measures and issues.
- Attend political rallies, meetings, and other events.
- Attend fundraisers and contribute money to political organizations and campaigns.
- Volunteer for political campaigns and encourage others to volunteer.
- Participate in phone-banking and precinct-walking for candidates and ballot measures.
- Display bumper stickers, lawn signs and other campaign paraphernalia.
- Raise money for the Letter Carrier Political Fund from other NALC members. (Note: Letter carriers while detailed to 204b or other higher-level assignments should not solicit contributions to the Letter Carrier Political Fund from postal employees who may be viewed as their subordinates.)
- Volunteer, run for and hold an office in a local or state political party or club.

Don'ts (while on the clock, at the workplace, in uniform or in a postal vehicle)

Active letter carriers may NOT—while on the clock, at the workplace, in a postal uniform or in a postal vehicle—engage in any of the otherwise permissible political activities listed in the “Do's” above. For example, while on the clock, at the workplace, in a postal uniform or in a postal vehicle, you may not:

- Send or forward a partisan political e-mail.
- Wear or display any political or campaign material, even as a computer screen-saver or desktop wallpaper.
- Circulate partisan political materials to co-workers.
- Sign up electronically to contribute to the Letter Carrier Political Fund or solicit other letter carriers to contribute.

Don'ts (ever)

Active letter carriers may NOT—even on their own time, away from work, out of uniform and without using a postal vehicle:

- Use their official titles or positions when engaging in otherwise permissible activities.
- Raise money for partisan political groups or campaigns (except for the Letter Carrier Political Fund), including phone-banking, letter-writing, selling tickets, hosting a fundraiser, inviting people to attend a fundraiser, or allowing your name to be used in a fundraising appeal.
- Otherwise solicit, receive, or handle contributions for a partisan political group or campaign.
- Run for elective office in partisan (party-label) elections (even if you report “No Party Affiliation”).
- Raise money for the Letter Carrier Political Fund from non-NALC members (except from their immediate family members in the same household).

ADDITIONAL NOTE: Retired letter carriers are always free to engage in ANY partisan political activities that they choose, except that they may not do so on Postal property.

VOTING – Your Sacred Right and Duty

There is nothing more sacred to American citizenship as well as your patriotic duty to our nation than fully participating in our democracy by voting in every election. **Here in Michigan all citizens 18 years of age and older have the right to vote by absentee ballot and by mail for any reason and in any election, after registering.** Michigan citizens can register to vote online or they can register by mail up to 15 days prior to Election Day. If less than two weeks (14 days) from Election Day, you must register to vote in person at your local Clerk’s office.

Voters here in Michigan also have a new option beginning this year, **which is early in-person voting.** The early voting period takes place for a minimum of nine consecutive days, ending on the Sunday before an election. Communities may decide to provide additional days of early voting, up to 29 days total. Early voting sites must be open for at least eight hours each day during the early voting period. Early voting is offered for all statewide and federal elections. Communities may also choose to provide early voting for local elections. Early voting site locations, dates, and hours are available 60 days prior

to Election Day at Michigan.gov/Vote

Absentee voting as well as early voting are particularly helpful for those such as letter carriers that have job responsibilities and schedules that can interfere with getting to polling places in person on Election Day. Despite continuing efforts by one of the major political parties to obstruct and interfere with voting rights as much as possible (especially for “certain” people), all forms of absentee and early voting are safe, secure, and convenient. Actual voter fraud is exceptionally rare and it really only exists in delusional conspiracy theories and in the minds of agenda-driven ideologues.

An extremely critical National election will take place this year on Tuesday, November 5. In addition to voting for United States President, this election will also include all 435 members of the United States House of Representatives as well as 33 United States Senators, including a contest to fill an open U.S. Senate seat here in Michigan. In addition, there will be many contests for State and local offices as well as important ballot proposals.

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For those not voting early or by absentee ballot, polls will be open that day from 7:00 a.m. to 8:00 p.m. USPS regulations pertaining to voting are found in the Employee and Labor Relations Manual (ELM), section 519.321 through 519.325:

519.32 Voting or Registering to Vote

519.321 Policy Employees are encouraged to exercise their voting rights. So far as is practicable without seriously interfering with service, postal employees, excluding casual and temporary employees, who desire to vote or register in any election or in any referendum on a civic matter in their community are excused for a reasonable time for that purpose on a day they are scheduled to work. Casual and temporary workers are encouraged to vote but are not eligible for administrative leave for this purpose.

519.322 Administrative Determination Postal officials in charge of installations obtain necessary information concerning the hours during which the polls are open in the political subdivisions in which their employees reside. They then make an administrative determination regarding the amount of excused absence necessary (and limits in accordance with 519.323). Employees are notified of this determination and of the procedures to be followed in obtaining advance approval for the absence.

519.323 Voting The following provisions concern time allowed for voting:

- a. **Three-Hour Rule.** As a general rule, if the polls are not open at least 3 hours either before or after an employee's scheduled hours of work, the employees may be excused for the length of time that permits them 519.324 Employee Benefits 348 ELM 36 to report for work 3 hours after the polls open or to leave work 3 hours before the polls close, whichever requires the lesser amount of time off.
- b. **Exception to Three-Hour Rule.** Under exceptional circumstances, if the general rule in 519.323a does not permit sufficient time, an employee may be excused for the additional time needed to vote.

However, time off must not exceed a full day.

- c. **Charge to Annual Leave or LWOP.** If an employee's voting place is beyond normal commuting distance and if voting by absentee ballot is not permitted, employees may be granted sufficient time off to be able to make the trip to the voting place to cast their ballots. When more than 1 day is required to make the trip to the voting place, postal officials observe a liberal policy in granting necessary time off for this purpose. Time off in excess of 1 day is charged to annual leave or, if annual leave is exhausted or the employee so requests, it is charged to LWOP.

519.324 Registration If the employee votes in a jurisdiction that requires registration in person, time off to register is granted on substantially the same basis as for voting, except that no time is granted if registration can be accomplished on a non-workday and the place of registration is within a (reasonable) 1-day, round trip travel distance of the employee's place of residence.

519.325 Restrictions An employee is not allowed administrative leave for voting or registration during a period of absence on sick leave, annual leave, or LWOP pay.

--Joe Golonka

Branch 2184 Contract Administration



September 2nd, 2024

Postal Holiday

Branch 2184 2024 Scholarship Application

Qualifications:

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

**** TO BE ELIGIBLE TO APPLY FOR THIS SCHOLARSHIP YOU MUST BE ENROLLED IN OR ENTERING AN ELIGIBLE SCHOOL FULL OR PART-TIME IN THE FALL OF 2024.**

Awards:

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

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

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

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

**Applications
Must be Received by
SEPTEMBER 30, 2024**





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



“Authorized” Breaks – YOUR Call!

Not long ago, letter carriers from across the United States received a disingenuous and outright malicious message from USPS management on their scanners, advising them to “use authorized breaks to relax from high heat conditions.” The obvious intent of this sleazy messaging was to mislead and intimidate letter carriers out working in the summer heat and humidity into thinking they should only be using their “authorized breaks” for relief from the heat. **To be very clear, a letter carrier’s two 10-minute breaks as well as their 30-minute lunch ARE NOT in any manner intended as the solely “authorized” time to take necessary breaks from the heat.**

A letter carrier can – and SHOULD take as many breaks as they deem necessary, and whenever necessary, to rest and to ensure they remain sufficiently hydrated during hot and humid conditions. **Such breaks do not ever need to be “authorized” by anyone – except by you!**

Please do not ever concern yourself with management’s obsessive babble about alleged “stationary time” or “stationary events” or “street inactivity” or whatever their latest paranoid terminology is concerning letter carrier work. **Whenever you need to stop working because you are becoming overheated or you need to drink water, to use a restroom, or to take care of other personal needs, then stop working and take care of YOU!** Never continue working if you begin to feel ill because of the heat. Seek medical attention immediately if symptoms do not subside.

Your most essential priority at work always is own your personal health and safety. It is NOT to please your supervisor or to satisfy anyone in postal management. They could not care less about you or your personal wellbeing, and their opinions are entirely irrelevant to what actually matters. You work only for a paycheck, for the financial security of yourself and your family. Approach each work day with that in mind. Always do whatever it takes to ensure that your priorities come first!

--Joe Golonka

Branch 2184 Contract Administration