



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2015

**Branch 2184**  
**Western Wayne County, MI**  
**National Association**  
**of Letter Carriers**  
**AFL - CIO**  
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**Office Hours:**

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

**Calendar**

**Branch Meetings:**

January 6th, 2016  
February 3rd, 2016  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

January 13th, 2016  
February 10th, 2016  
(12:30 p.m. - Union Hall)

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## President's Report Cyber Intrusion Update

While this can be a very hectic time of year, please do not overlook or put aside letters you may have or will receive from the United States Office of Personnel Management. As you are aware there were two different breaches of personnel data, one occurred earlier this year with a cyber-attack against the Postal Service the other occurring more recently when the Office of Personnel Management (OPM) was the target of a cyber intrusion carried out against the U. S. Government. This OPM intrusion resulted in the theft of background information used in the hiring process since the year 2000. The Office of Personnel Management is



sending out letters to those affected by the second breach to notify them that their social security numbers and other background information used in their hiring has been compromised. If you were the victim of the OPM breach (hired after the year 2000) the letter will explain the comprehensive identity theft protection and monitoring services being offered to you and any of your dependent children under the age of 18 as of July 1, 2015 for the next three years. The letter will go on to explain that you have access to the services being provided to you by a company called ID Experts. I would urge you to take advantage of the additional credit and identity monitoring services being offered. To take advantage of the additional monitoring services you must enroll with ID Experts using the PIN code provided to you in your letter from OPM. For more information on the OPM cyber intrusion you can go to the OPM's web site at <https://www.opm.gov/cybersecurity/>. Regarding the cyber-attack against the Postal Service the NALC filed an unfair labor practice charge against the USPS which was settled requiring the employer to negotiate with the NALC over any issues involving this cyber-attack.

*(Continued on page 3)*

### Officers

President .....	Mark Judd
Executive Vice President .....	Walt McGregory
Vice President .....	Joe Golonka
Recording Secretary .....	Casey Pennington
Financial Secretary Treas .....	Cathy Tondreau
Sergeant at Arms .....	Scott Watts
Health Benefits Rep.....	Jim Powell
Retirees Officer .....	Leonard Zawisa
Trustee .....	Patricia Linna
Trustee .....	Tim Bailey
Trustee .....	Gloria Warthen
Editor .....	Leonard Zawisa
Branch Scribe .....	Joe Golonka
Web Site Design .....	Jim Hales
Injury Compensation .....	Joe Golonka



*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

Belleville.....	Lynn Taylor
.....	Gregory Bodziak (alt)
Dearborn (Main) .....	Darryl Clay
.....	Ted Nowc
.....	David Richardson (alt)
Dearborn (Annex).....	Melvin MacDonald
.....	Jacqueline McGregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights .....	Jim Hales
.....	Denise Viola
.....	Scott Russell (alt)
Dundee.....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Jim Holland
.....	Beth Maliszewski (alt)
.....	Valerie Watkins (alt)
.....	Keshya Boudreaux (alt)
Plymouth.....	Don Oziemski
.....	Heather Childers
.....	Bob Venning (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
.....	Dawn Gable
Temperance.....	313-295-1640
Trenton.....	Casey Pennington
.....	Justin Cooper
Westland .....	Walter McGregory
.....	Felicia Bryant
.....	Katrina Jones
.....	Vina Stacy (alt)
Canton.....	Samantha Hales
.....	Lois Fritz (alt)
Ypsilanti .....	Mike Tredway
.....	Paul Bordine
.....	Tanisha Payne (alt)
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)

### 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**

(Continued from page 1)

## Presidents Report

**Happy Holidays!**

With the end of the year fast upon us, it is time to close 2015 and look ahead to 2016. While I will not attempt to make any predictions, I think that it's safe to say that 2016 is shaping up to be very interesting. Our National Agreement is set to expire in May, and contract negotiations will open early in the spring. This will be followed by the NALC's National Convention next summer. Additionally, national elections in the fall will choose the next President of the United States as well as members of the U.S. House of Representatives and the Senate. Any of these events by themselves could have a direct impact on us, our employer, and how we will do business in the future. Add them together and you can see why I believe that next year could get interesting. But, before we go rushing into 2016, I would like to wish you and your families the happiest of holidays and a healthy and prosperous New Year!

-- Mark Judd  
President

**EVP's Report**

The holiday season is upon us. Amazon and the parcel business are booming for the Postal Service! Some offices are working seven days a week just to keep up with. Just this past Sunday (on December 6) while out holiday shopping with my family, I saw at least ten postal vehicles delivering packages in the city of Taylor. This really gave me a sense of pride to see where our Postal Service is now versus just a few years ago when all of the talk was about fighting to prevent our employer from cutting service and going to five-day delivery. This brings me to my next topic.

**Become an e-Activist**

Join together with tens of thousands of other letter carriers to make your voice heard! NALC will send you e-mail alerts when it's time to act on issues

affecting active and retired letter carriers and the future of the Postal Service. This is **FREE!** All you need is an email address to participate. Go to [NALC.org](http://NALC.org) to sign up now.

**Sunday Delivery**

There have been quite a few phone calls coming into the Branch 2184 office about seniority and the distribution of overtime, especially pertaining to who should be doing Sunday work when career full time letter carriers are needed. Keep in mind that overtime opportunities for carriers on the regular Overtime Desired List are **NOT** distributed by seniority or on a rotating basis. Nor is a carrier on the regular ODL ever entitled to any specific overtime, even if this occurs on his/her regular assignment.

Rather, Article 8, Section 5.C.2.b of our Collective Bargaining Agreement requires that overtime opportunities for those on the regular ODL must be equitably distributed during the quarter. Accordingly, whether or not overtime opportunities have been equitably distributed **can only be determined on a quarterly basis**. When determining equity, consideration must be given to total hours as well as the number of opportunities.

Simply put, Sunday is one of two nonscheduled days that Branch 2184's full time carriers have. Thus, management has the right and obligation per the above cited provisions to make any ODL carrier equitable by the end of the quarter and can do so by scheduling these carriers to work on Sunday. Again, seniority has nothing to do with determining which ODL carrier(s) are scheduled to work on a Sunday.

On behalf of all the stewards and officers of Branch 2184, I would like to wish you and your families a safe and Happy Holiday Season.

In unionism,

-- Walt Mcgregory  
Executive Vice President

**Attend Your Branch Meetings**

Next meeting is January 6th

Retirees Meeting on January 13th

# VP's Report

## Question Everything!

My childhood and adolescence during the 1950s and 1960s began during an era of social conformity and stifling conservatism and ended during a turbulent period of widespread social and political change. As the firstborn child of a Polish/Irish/Catholic family I directly experienced both of these cultural periods in America, but I also had one distinctly "counter influence" that has served me quite well during the succeeding decades and especially throughout my letter carrier and union careers. That influence was a mother who did not neatly fit into the social mores of either the regressive 1950s or the increasingly enlightened and progressive 1960s.

The prevailing wisdom as well as a commonly used phrase during those years was that "children should be seen and not heard." However, throughout an otherwise structured and strictly parented childhood, our mother taught my siblings and me to be *both* seen and heard. We were taught to question the answers, though always in a respectful and appropriate manner. Perhaps this was due to Mom's background of intellectual and social activism - she helped to lead a strike against Michigan Bell Telephone Company in April, 1947, just two months after her 21<sup>st</sup> birthday.

The valuable habit of questioning everything – and especially of questioning authority was quite engrained in me by the time I began work as a letter carrier in June 1971. The newly renamed United States Postal Service (as of July 1, 1971), was at that time a much different work environment than what is commonly found in most post office stations today. Although disputes did occasionally occur, in general the workplace atmosphere was much more professional and customer service-oriented. Most of all, delivery supervisors generally knew the job, and this included a thorough knowledge of contractual work rules and postal regulations as well as how to apply them.

My first delivery supervisor, the late Fred

Carter, was such an individual. Fred was dedicated to the Postal Service and to the efficient processing and delivery of mail. If you asked him a work-related question, he actually knew the correct answer. Fred was no nonsense and expected hard work from his employees, but he was also even-tempered and always fair in his demeanor. Fred's professionalism did not prevent a newly appointed young steward who still had some growing up to do from testing his patience on occasion. Fortunately for me, Fred tolerated my belligerence while I grew into the steward job.

Letter carriers in today's antagonistic and disrespectful Postal Service environment seldom have the opportunity or the benefit of dealing with knowledgeable and professional management representatives such as Fred. Far too few of these individuals now exist within the typically ignorant and quite often arrogant USPS management corps. Instead, the Postal Service seeks out and promotes emotionally immature and personality-defective men and women that have little or no knowledge of anything other than the obsessive numbers-driven mantra of upper level USPS management. Many if not most of them don't have a clue about actual work rules and procedures - and they don't care to know.

This is why a personal policy of *always* questioning the answers is so essential in today's dysfunctional post office work environment. Much more often than not, your supervisor is NOT the person to ask about work rules, policies, and procedures as detailed in our Collective Bargaining Agreement as well as applicable USPS handbooks and manuals. He or she doesn't know, doesn't care, and will usually provide you with the wrong information – either through ignorance or even by intent.

This is also where your Union comes in. Branch 2184's members have some outstanding resources and other significant advantages for countering management misinformation and disinformation. As always this begins with your stewards, who are consistently provided with the information, training, and other resources to defend your rights and to ensure that work rules are applied and enforced in the

contractually correct manner. We have a rich tradition spanning many decades of being the best in the business when it comes to topflight contract enforcement. Additionally, our members have other valuable resources such as this publication and the *Postal Record*, along with comprehensive Internet information that is available on our Branch website and the NALC National website.

In summary, it is wise to *always* make it your personal policy to question everything, especially the validity and the veracity of *anything* that Postal Service management that tells you. You can be sure that your Union will always be there to provide the correct information – and if this is not immediately available, we will get the correct information. To paraphrase a saying commonly used by Branch 2184's current leadership team, "that's what we do!"

### **Never Complain, Never Explain**

These words are popularly attributed to automotive legend Henry Ford II, although the original version of this saying actually came from 19<sup>th</sup> Century British statesman Benjamin Disraeli. They also have a timely application to letter carriers in the excessively micromanaged USPS environment that currently exists.

It is important to initially note that all postal employees are required to cooperate in postal investigations, per the provisions of the Employee and Labor Relations Manual, section 665.3. If you are brought into an actual investigative interview or told that one is forthcoming, just be sure that you ALWAYS invoke your Weingarten Rights and request that union representation is provided. Once you have made this request, you are not required to participate until a union representative is present. Also be aware that you must request union representation in such situations; it is not automatically provided.

However, there is a significant difference between a postal investigative interview and the inane and pathetic badgering that many letter carriers receive from some supervisors, sometimes on a daily basis, i.e. "what took you so long..." The sole intent of such verbal harassment by management is to pressure a letter carrier into running their assignment by

working unsafely and by skipping or cutting into lunch and break times. But you can effectively respond to this nonsense simply by staying cool and by answering in a direct and truthful but simple manner; for example "I'm doing the best that I can," or "that was the time necessary to finish my assignment" or "that was the time I needed, no more and no less."

Never get into an extended explanation in an attempt to justify your work. Unlike your supervisor, you actually have a real job. Merely repeat the answers above or words to that effect. If the supervisor persists in belligerent and pointless questioning, immediately request your steward and have him/her investigate the need for a potential dignity and respect/workplace abuse grievance. Don't get upset, keep your voice down, and let your union do the work of appropriately responding to arrogant and obnoxious supervisory behavior.

Finally, some letter carriers are much too forthcoming with personal details about their lives and related matters. Think before sharing this information on the work floor, especially with supervisors. It's all about "need to know" – and they don't need to know, period. Not now, not ever.

-- Joe Golonka  
Vice President

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## **LETTERS**

Dear NALC local 2184,

I was very happy to learn that I was a recipient of one of your higher education scholarships. I thank you for your generous support towards my college education.

I am currently a freshman at the University of Toledo, and I am enrolled in the College of Pharmacy. Your gift has put me one step closer to achieving my goal.

Thank you again for awarding me this scholarship. It definitely helps out and is an honor that I do not take lightly.

Sincerely  
-- Julia Keister  
(Daughter of Monroe carrier David Keister)

# KIM Region 6 Report

## Kentucky -- Indiana -- Michigan

### NATIONAL BUSINESS AGENT'S REPORT

November 2015

Patrick C. Carroll

#### Kim Regional Training Seminar

Our annual KIM Regional Training Seminar was once again a great success with nothing but good comments about class material, trainers and accommodations (other than the few cold shower rooms). It was great to have President Rolando attend and he saw the quality of training we put on and was especially interested in our CCA organizing class conducted each evening and the number of people who attend the evening sessions. It clearly demonstrates that the members who attend our regional training (this year 459) are interested in providing first class representation for our members. It was also encouraging to see so many CCA's who are stepping up to begin their roles in the NALC.

This training is a monumental event which requires months of preparation and behind the scenes work to make it a success. But that success could never be achieved without all of the instructors and volunteers that come forward to assist in the many things that need to be done over this three day event. My sincere and genuine appreciation go out to everyone who took part in making this another regional success.

**Please block the dates for next year's KIM Training: OCTOBER 8-10, 2016**

#### CCA Corner

We continue to put forth a great deal of effort in getting all of our CCA's organized and joining the NALC. Our organizers are doing a great job and now have the added work of distribution of NALC T-Shirts to the new CCA when they join NALC. We are at the 84% mark with a number that fluctuates almost weekly due to CCA conversions, people leaving, new hiring and the delay in processing 1187's by Shared Services. In any event we will continue to concentrate on getting all of our CCA's to join the NALC and could use any help from our career members to convince the CCA non-member that the right thing to do is to belong to the NALC. As of this writing we have had over 25,000 CCA's nationwide converted to career Full Time Regular status.

#### Amazon Sunday Delivery

Amazon Sunday delivery is now being expanded to many new offices within our region and with that comes opportunities and challenges for our CCA members. It would probably be safe to say that many people will be working up to 7 days a week at least until we get thru the peak Christmas season. With the anticipated volume growth, it is quite possible that Full Time Regulars who are on the Overtime Desired List may be scheduled to work as well. What we thought was an insurmountable number of parcels last Christmas may be just a touch of what is expected this year.

Increased parcel volume is great for our company and the fact that letter carriers do such a superior job only solidifies our future competitive structure with other delivery services. Our future is in the parcel business so it is a part of our business that we must be the best in.

That said, there are challenges that we need to address. Rotation of CCA's so we do not have so many 7 day weeks, safety concerns with driving in unfamiliar neighborhoods and dogs out in yards on Sundays, and

of course as we move into winter, the hazards associated with severe weather will also complicate delivery.

I have had discussions with USPS District leadership throughout the region and advised them that NALC will do whatever we can to make Amazon a success. However that success must come from working with the NALC and its members in contract compliance and using our ideas. Who knows better how to get the job done than the letter carriers who perform the work daily?

## eReassign

Recently there have been discussions with USPS Headquarters concerning the length of time an eReassign request stays active. The eReassign request stays active for ONE YEAR after it is submitted. Such requests can be extended for an additional year and there is no limit how many times the request can be extended. Please keep good records of when you submit your eReassign request because we have had the situation in which a person's name has fallen off the list at the one year mark and they have missed out on a transfer request.

**In Unionism,  
Patrick C. Carroll**

*National Business Agent*

43456 Mound Road, Suite 501

Sterling Heights, MI 48314

Office: 586-997-9917 Fax: 586-997-9916

## LETTERS

Dear Branch 2184,

Thank you so much for awarding me with the Branch 2184 scholarship, I am so honored to be the recipient of this scholarship. It means a lot yo me to win this scholarship.

I am currently a freshman at Cleary University. I am majoring in accounting. With the significantly high price for education, this scholarship will help me lighten my financial burden.

Thank you again for investing in my future.

Sincerely,

-- *Julianne Sherman (Daughter of Northville carrier John Sherman)*

Dear Branch 2184

I am writing to thank you for selecting me for the 2015 branch scholarship. It will be a big help this year for all my school related expenses. -

I am 21 years old and currently employed as a pharmacy technician at Karmanos Cancer Center; as well as, a student at Henry Ford College, where I

am working on completing my undergraduate in pharmacy. I have about a year and a half left before I have to take my PCAT and apply to pharmacy school. Hopefully, I get accepted into Wayne State University's program and can complete the four year doctoral program there.

This award definitely gets me closer to my end goal and I would just like to thank you once again. Sincerely

-- Lucas Kuzala (Son of retired Dearborn carrier Joanne Kuzala)

### **Branch 2184 Web Site**

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

Retirement Publications

OWCP Information

Branch Calendar

"FMLA" forms

Carrier Pay Chart

Online Forms 3971, 3996, 3189

# Letter Carrier Political Fund Contributors

## Belleville

- ✓ Gregory Bodziak
- ✓ Bruce Prevost
- ✓ Lynn Taylor
- ✓ Cindy Trzeciak (R)

## Dearborn Main

- ✓ Darryl Clay
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Patricia MacDonald
- ✓ Carol Macieczni (R)
  - ✓ Ted Nowc
- ✓ Robert Panchenko
- ✓ David Richardson
  - ✓ Dan Smith (R)
  - ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey
- ✓ Michael Bergin (R)
- ✓ Peter Borella (R)
  - ✓ James Bryant
  - ✓ Mark Cornett
  - ✓ Sherry Garcia
  - ✓ Joe Garcia
  - ✓ Mark Judd
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick Lelental
- ✓ Melvin MacDonald
- William Mather (R)
- ✓ Jackie McGregory
  - ✓ Rosemary Miller
- ✓ Karen Regentik (R)
- Brian Rodden (R)
  - ✓ Darren Smith

- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)
- ✓ Steven White

## Dearborn Heights

- ✓ Rich Alaniz (R)
- ✓ Jim Hales
- ✓ Ian Mair
- James Powell (R)
- ✓ Richard Ramsey
- ✓ Scott Russell
- ✓ Alan Swintek
- ✓ Christopher Tostige
  - ✓ Denise Viola
- ✓ James Wolstencroft

## Dundee

- ✓ Chatrina Gensler
- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Thomas Harris (R)
- ✓ Virginia McNew
  - ✓ Mary Renaud
- ✓ Gloria Warthen

## Inkster

- Phil Ashford
- ✓ Thad Dillard
  - ✓ Eric Gant
- ✓ Roy McMahan
- ✓ Calvin Simmons (R)

## Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald
  - ✓ Paula Hall

- ✓ Ronald Hausch
- William Mason (R)
- ✓ Nicole Pace
- ✓ Karen Purvis
- David Reise
- ✓ Barbara Scaggs
- ✓ Scott Watts

## Monroe

- ✓ Chris Carmon
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
  - ✓ Erik Venzke

## Northville

- ✓ Keshya Boudreaux
- Betty Karsten
- ✓ Janice Mitchum
- ✓ Valerie Watkins

## Plymouth

- ✓ Heather Childers
- ✓ James Crossey
- ✓ Mary Farrari (R)
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
  - ✓ Gary Macioce
  - ✓ Kristie Nelson
  - ✓ Ricky Rosales
- ✓ Robert Venning

## Rockwood

## Taylor

- ✓ Patricia Davis (R)
- ✓ Roger Gilliam
- ✓ James Kelly (R)
- William Lowe (R)
- ✓ Frances McGuckin (R)
- ✓ Walter Modelski (R)
  - ✓ Bob Parisi

- ✓ Ryan Judd

- ✓ Bob Sedore (R)
- Anthony Santy (R)
- ✓ Irene Sly (R)
- ✓ Michele Szafran
- Jeanie Youtsey

## Temperance

- ✓ Kari Guthrie

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Colette Graves
- ✓ Gwen Heffinger (R)
- ✓ Dennis Lucas (R)
- ✓ Casey Pennington
  - ✓ Gary Ritchie

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Lori Boljesic
- ✓ Veronica Chambers
- ✓ Michael Chevillot
- ✓ Dawnyelle Coure
- ✓ Ted Gagnon (R)
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
- Katrina Jones
- David Lehman (R)
- David Marshall (R)
- ✓ Walter McGregory
- John Meleski (R)
- ✓ Ladonna Miller
- ✓ Marie Shannon (R)
  - ✓ Edward Sikora
  - ✓ Vina Stacy
- ✓ Carol Thornton
- ✓ Raymond Tobin



## Fund Contributors

### Canton

- ✓ Lois Fritz
- ✓ Joe Golonka (R)
- ✓ Bonnie Price (R)
- ✓ Samantha Hales
- ✓ Calvin Winbush
- ✓ Timothy Bowsher (R)
- ✓ Alan Grajczyk
- ✓ Gene Meadows
- ✓ Tanisha Payne
- ✓ Larry Rowland
- ✓ Randall Sano
- ✓ Michael Tredway

### Ypsilanti

- ✓ Paul Bordine

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 - Indicates retired members.

**GIMME 5**

## The Year In Review

As we reach the end of the year it is time to pause and reflect on some of Branch 2184's accomplishments. Through the joint route adjustment process we were able to add additional routes. Our MDA fundraising efforts included a successful bowling event, satchel drive, canister drive, and calendar sales. This resulted in the highest yearly total for MDA in Branch 2184's history. Additionally, there are more members becoming involved in branch activities, with higher attendance at training classes and branch events.

With our contract set to expire in May, we still need as many members as possible involved in e-Activist and contributing to the Letter Carrier Political Fund. If you haven't signed up yet, please do so. I would like to thank everyone who contributed to the branch's success this year. Each of you helped to make us the best we can be. I wish everyone and their families a wonderful and safe Christmas and a prosperous 2016.

-- Scott Watts  
*Sergeant at Arms*

# Allie Brothers Uniform Store

"Family Owned and Operated"

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- ◆ Open Thursday until 8:00 p.m.

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Thursday	9:00 a.m. - 8:00 p.m.
Saturday	9:00 a.m. - 1:00 p.m.

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(3 blocks south of 8 mile)  
www.alliebrothers.com

## Contract Corner:

**Q: I was told that I could not wear headphones while delivering mail. Is that correct?**

**A:** Yes, that is very much correct, for safety-related reasons. USPS Handbook EL-814 (Employee's Guide To Safety), section 1.G states that "The use of headsets is permissible only for employees who perform duties while seated or stationary and only where headset use does not interfere with performing duties or constitutes a safety or health hazard. **Do not wear or use headsets while walking or driving, while near moving machinery, while involved in oral business communications, or while in contact with or in view of the public.**"

This clearly prohibits the wearing of headsets of any type while performing any aspect of letter carrier street duties. A related safety issue that is commonly observed with letter carriers during the delivery of mail, especially while performing curbside (mounted) deliveries, is the **very dangerous**

practice of fingering mail or holding it in the carrier's hands or on their lap while driving between deliveries. This is expressly prohibited by the EL-814, section 10.E.1; "Never finger mail or hold it in your hands while you Drive," as well as the M-41 Handbook (City Delivery Carriers Duties and Responsibilities), section 812.4; "Do not finger mail while driving or hold mail in your hands while the vehicle is in motion. You must use the mirror to check for pedestrians ahead, in back, and on both sides before placing the vehicle in motion."

In summary, **you should never even be touching the mail** unless your vehicle is at a complete stop. Otherwise, you are not in full control of the vehicle and are not fully attentive to driving conditions, and thus you cannot respond as quickly or effectively should conditions warrant an immediate response. It only takes a split second of inattention for an accident to occur. What's your hurry, anyway?



# Brookfield<sup>®</sup> Uniforms

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### Support the Company that Supports Letter Carriers

- Brookfield replaces uniforms lost due to fire and natural disasters!
- Brookfield, along with State and Local NALC Branches, has raised over \$500,000 for COLCPE.
- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

### Contact Your Brookfield Representative!

**Robert Kreager**

Branch 2184 Retired

1802 Ford Blvd. Lincoln Park, MI 48146-3956  
313-386-0527 (voice) 313-386-4037 (fax)

**Q: I am a City Carrier Assistant (CCA) and I was bitten by a dog and needed medical care as well as a limited work schedule for several days. My supervisor told me that I "wasn't covered" by Workers Compensation. Is that right?**

**A:** Your supervisor provided you with false information. **Every Postal Service employee, both career and non-career, is fully covered by all of the provisions and benefits of the Federal Employees Compensation Act (FECA) from day one of their USPS employment.** CCAs that sustain an on-the-job injury should immediately report it to management and then request and promptly complete U.S. Department of Labor OWCP (Office of Workers Compensation Programs) form CA-1. All injured letter carriers should also obtain form OWCP form CA-16 from management and seek medical treatment if needed from the physician of their choosing. Additionally, every injured letter carrier (and especially CCAs) should also notify their steward and/or the Branch 2184 office of the injury as soon as possible. Management can and will mislead and misinform injured letter carriers regarding their rights under the FECA as well as OWCP's regulations for administering the FECA. Please keep in mind that every NALC member is entitled to detailed assistance from the Union with every aspect of the often complicated injury compensation process.

**Q: I am a regular blood donor. Can this be done during work hours?**

**A:** Yes. Paid blood donor leave is specifically provided for in USPS leave regulations that are found in the Employee and Labor Relations Manual (ELM), section 519.51. The specific USPS policy states that **"All postal employees are urged to cooperate fully with the public blood donation programs for the health and security of their community. The time necessary includes the time required for travel and the time required by the medical facility to process the blood donations."** This means that Postal employees may be excused for that period of time deemed reasonably necessary (up to 8 hours) to cover any absence from regular tours of duty to

make voluntary blood donations. This does not apply to employees that voluntarily donate blood on their own time, off duty. It is appropriate to provide management with as much advance notice as possible after an appointment has been made to donate blood. Postmasters and other Installation heads may also make arrangements with mobile blood banks for on-site blood drives conducted at Post Office facilities. Additionally, career postal employees who wish to donate bone marrow, stem cells, blood platelets, or organs may also be granted administrative leave. The maximum time granted to a fulltime career employee is 3 days for bone marrow, stem cell, and blood platelet donations, and 14 days for organ donations.

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## LETTERS

Dear Mr. Judd

What a surprise it was to receive your letter and beautiful plaque recognizing my 70 years of service with Branch 2184 of the National Association of Letter Carriers. I can tell you honestly that, when I became a letter carrier in Plymouth, Michigan as a young man, I had no idea that my career would be recognized all these years later in such a wonderful way. My years working for the United States Post Office were very fulfilling as I served the residents of Plymouth and enjoyed the companionship of my fellow letter carriers. It was a terrific job, and I have always been proud of my service.

Sadly, many of the people I worked with have passed away. I am now 92 years old, so I suppose that is to be expected. But, as I look back on my career and my friends at the Post Office, I feel only pride and appreciation for it all. Your recognition of my long-time service is just the perfect way to cap it all off!

I wish you, and all of my fellow letter carriers, all the best in the years ahead. It has been an honor and a privilege to serve with you all!

*Sincerely,*  
-- Lewis H. Robinson

**The Branch 2184 Officers and Stewards would like to extend to you and your families best wishes for a happy and joyous holiday season and a healthy, happy and prosperous new year.**

**May you enjoy all the blessings of peace and liberty, and the benefits of the special strength that flows from solidarity.**



- Mark Judd, *President***
- Walter McGregory *Executive VP***
- Joe Golonka, *Vice President***
- Casey Pennington, *Recording Secretary***
- Cathy Tondreau, *Financial Secretary Treasurer***
- Scott Watts, *Sergeant at Arms***
- Jim Powell, *Health Benefits Representative***
- Leonard Zawisa, *Retirees Officer***
- Patricia Linna, *Trustee***
- Tim Bailey, *Trustee***
- Gloria Warthen, *Trustee***



BRANCH 2184 • WESTERN WAYNE COUNTY, MI  
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