



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

January/February 2011

**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:**

March 2nd, 2011  
April 6th, 2011  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

March 9th, 2011  
April 13th, 2011  
(12:30 p.m. - Union Hall)

**In this issue:**

Presidents Report	1-3
EVP Report	4
Abuse of Power	6
Time to Contribute	7
Continuation of Pay	9
COLCPE	10
Retirees Report	12

## President's Report

### FSS

On December 15, 2010, NALC Branch Presidents from the Southeast District and the Detroit District, met with their management counterparts to discuss the implementation of the Flats Sequencing System (FSS). The meeting was held at the Michigan Metroplex in Pontiac. The meeting was to give all parties the latest update on FSS. We had an opportunity to hear from District's FSS teams about things like "ramp up dates," and to review training videos and floor plans for the FSS staging areas, and to go over the logistics such as transportation and run schedules.

During the presentation we were told what these new "super machines" could do. They would run 17 hours a day with Sundays off (presumably for a day of rest and maintenance), but we were assured that if need be they would even be run on Sundays. We were told that once an office was online or committed, that office would not receive any raw flat mail because the machines are capable of running 16,500 pieces per hour. It was agreed that the preferred carrier work method would be to allow the carriers to collate the residual flats into a third bundle.

Implementation schedules were provided for all the cities and stations which would be impacted by the new machines. The majority of the cities and run capacity has been dedicated for stations and cities in the Southeast District, with only a few sites committed for the processing of flats in the Detroit District. The following is a list of the cities / stations that have been scheduled in the Detroit District: all of Ann Arbor, Pittsfield Township, Harper Woods, Detroit Fox Creek, Grosse Pointe, and from our Branch - Northville. Finally, we were given an opportunity to actually see these new postal behemoths. At the time we took the tour they were not yet operational and were still undergoing the required testing stage or "burn in" period required before the USPS bought the machines.

*(Continued on page 3)*

### Officers

President .....	Mark Judd
Executive Vice President .....	Jim Wolstencroft
Vice President .....	Carol Clark
Recording Secretary .....	Cindy Trzeciak
Financial Secretary Treas .....	Cathy Tondreau
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Trustee .....	Gloria Warthen
Trustee .....	Casey Pennington
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.....	Bruce Prevost
.....	Gregory Bodziak (alt)
Dearborn (Main) .....	Darryl Clay
.....	Jacqueline Wiggins
.....	Ed Williams (alt)
Dearborn (Annex) .....	Melvin MacDonald
.....	Roderick Lelental
.....	Tom Klecha (alt)
Dearborn Heights.....	Jim Hales
.....	Chris Tostige
.....	James Wolstencroft (alt)
.....	Denise Viola (alt)
Dundee.....	Deborah Standifer
Flat Rock.....	Gloria Warthen
Grosse Ile .....	Tom Harris
Inkster .....	Bryon Hendricks
Lincoln Park.....	Dave Reise
.....	Scott Watts
Monroe.....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Bridgette Sams
.....	Beth Maleszewski (alt)
.....	Jim Holland (alt)
Plymouth.....	Don Oziemski
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.....	Joan Hicks
.....	Ted Gagnon
Canton.....	Dianne Campbell
.....	Lois Fritz
.....	Kathy Hayes (alt)
Ypsilanti.....	Rick Rider
.....	Mike Tredway
.....	Alan Grajczyk (alt)
.....	Malcolm Muscato (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)

**President's Report****Implementation**

Northville's tentative date for the first day of processing was supposed to be February 8, but that start date was subsequently pushed back until February 25. As I write this column, we have just been informed by OPS support that the new rollout date for Northville is now March 22. Early reports from the cities where implementation of the flat processing has begun are sketchy, with reports of days where not many flats are being processed. While the number of flats being processed has been erratic at best, the USPS wasted no time in making sure the affected routes were "CORed" and adjusted. So how's that working out for them?

Well, it appears that the overly optimistic projections they based the route adjustments on have not worked out as well as they had anticipated. It seems once again our employer has over promised and under-delivered. That's not a good thing if you are in the delivery business.

So what do we do now? The first thing we all have to remember is that THIS IS NOT A JOINT PROCESS! We do have a National level agreement regarding FSS Implementation, which reads in part: 1) Once FSS is fully implemented in a delivery unit, management will determine the methods to estimate impact in a delivery unit and make route adjustments accordingly. 2) Sixty days after implementing route adjustments for FSS, the local parties will review the adjustments to ensure that the routes are as near 8 hours as possible. The sixty-day period will not count toward the special route inspection process (Section 271, Handbook M-39; Section 918, Handbook M-41). If either party determines that the route(s) is not properly adjusted, then the route(s) will be adjusted in accordance with the provisions of Handbook M-39 or, if applicable, a locally agreed upon adjustment formula.

**Memorandum Review**

So let's review. Item #1 in the memo clearly gives management the right to adjust the routes in question. Who knows how or what data and projections are being used to determine the adjustments, but the key point to remember is that this decision is solely made by management. Item #2 clearly allows both parties to review the routes sixty days after implementation to make sure the routes are as near 8 hours as possible. If either party determines that the route or routes are not properly adjusted they will be adjusted using the provisions from M-39.

So where does that leave the affected routes during this current phase of FSS? In exactly the same place they would be in any route adjustment or inspection. As we have always said, letter carriers must work in a professional and safe manner. In the case of Northville, if they want any chance of having their routes adjusted properly, the same advice applies. While the technology, terminology and acronyms (FSS / DOIS / DPS) may have changed, rest assured one thing has not changed - your Union and your Branch will be ever vigilant in making sure our employer lives up to their end of the memorandum which was signed between the parties at the National level. At least there are some things you can count on!

-- *Mark Judd*  
*President*

**Attend Your**  
**Branch Meetings**  
**1st Wednesday of the Month**  
**7:30 p.m. at the Branch Hall**  
**Retirees Meetings**  
**2nd Wednesday of the Month**  
**12:30 p.m. at the Branch Hall**

# EVP's Report

## Attack On Collective Bargaining

For just one moment, think about where you would be without collective bargaining? The sign of the times is to attack the public unions and what they have earned through collective bargaining. So the battle ground is in Wisconsin between the state workers and their current governor. The news out of Madison Wisconsin is very troubling, not just to the workers in that state but to every union member. The governor has also stated he would bring in the National Guard if necessary to handle the protesters.

You have got to be kidding me! Are we one of these Third World countries we watch or read about?

I would hope as a union member you realize what this could mean to your way of life. Don't think for one minute this could not happen to you, as a United States Postal Service employee. Yes, we are federal employees and do carry a little more clout in collective bargaining in regards to numbers and size, but don't be fooled by this. The mighty UAW has seen declines for years in members and clout. The erosion has to stop and we have to do our part in this battle over collective bargaining rights. The last thing to do is stick your head in the sand and think it will be all right.

As Letter Carriers, you should be proud of the fact that the last time that the National Guard was called in due to public employees that went on strike was back in March of 1970. That's when Letter Carriers went out on strike and faced felony charges because it was illegal to strike. Yet they went out on strike because it was the right thing to do for every postal worker and their families. The end result was collective bargaining and not collective begging. And you as a federal/postal employee benefit from the actions of these brave and courageous workers standing up for a fair days work for

a fair days pay.

Now 41 years later we find the collective bargaining process being attacked in such a way it should disgust you. This is a fight that affects each and everyone of you. Together we will win this battle. So I can only ask for you to become more involved in your union and what it represents. Please don't stand idle while the fight goes on around you.

I find it ironic that the current battle ground over collective bargaining is Wisconsin, the current home of the Super Bowl Champion Green Bay Packers. As you may or may not know the NFL and it's Players Union are currently involved in a contractual dispute. This might lead to management "locking out" the players and causing the cancellation of next years season. Why? Because of managements failure to bargain in good faith. I'm sure the people of Wisconsin don't want to see that happen. I wonder what the Packer players feel about their Governor now. Nice going Gov. In honor of the Packers Championship I'll leave you with a quote from the great Packer coach Vince Lombardi, "People who work together will win, whether it be against complex football defenses, or the problems of modern society".

-- Jim Wolstencroft  
*Executive Vice President*

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## Things Your Mail Carrier Won't Tell You

**Maybe your dog won't bite you.** But in 2009, 2,863 of us were bitten, an average of nine bites per delivery day. That's why I wince when your Doberman comes flying out the door.

**Why stand in line?** At usps.com, you can buy stamps, place a hold on your mail, change your address, and apply for passports. We even offer free package pickup and free flat-rate envelopes and boxes, all delivered right to your doorstep.

*(Continued on page 5)*

**Media Mail is a bargain**, but most of you don't know to ask for it. Sending ten pounds of books from New York City to San Francisco through Media Mail costs \$5.89, compared with \$16.77 for Parcel Post. Besides books, use it to send manuscripts, DVDs, and CDs; just don't include anything else in the package.

**We don't get a penny of your tax dollars.** Really.

**UPS and FedEx charge you \$10** or more for messing up an address. Us? Not a cent.

**Paychecks, personal cards, letters**—anything that looks like good news—I put those on top. Utility and credit card bills? They go under everything else.

**Sorry if I seem like I'm in a hurry**, but I'm under the gun: Our supervisors tell us when to leave, how many pieces of mail to deliver, and when we should aim to be back. Then some of us scan bar codes in mailboxes along our route so they can monitor our progress.

**Yes, we do have to buy our own stamps**, but a lot

of us carry them for customers who need them. If we don't charge you, that's because we like you.

**We serve 150 million addresses six days a week**, so we're often in the right place at the right time. We pull people out of burning cars, catch burglars in the act, and call 911 to report traffic accidents, dead bodies, and more.

**Most of us don't mind if you pull up to our trucks** while we're delivering and ask for your mail a little early. But please get out of your car and come get it. Don't just put your hand out your window and wait for me to bring it to you.

**If a letter has your name** but the number is wrong and it gets to you, thank your carrier. We still sort our mail before we hit the street.

**Sometimes, when my wife and I are shopping or out to dinner**, I ask if they give discounts to people in the "service." They usually say "yes," then ask "What branch are you in?" I reply, "postal." I usually get a funny look and a little snicker... I guess

*(Continued on page 11)*



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Branch 2184 Retired

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## **Abuse Of Power - The Insidious Internal Sickness Of Our Postal Service**

### **Micromanaging The USPS Right Out Of Business?**

Branch 2184's letter carriers are in the midst of working through another harsh winter season. However, the eventual reappearance of warmer conditions and rebirth of vegetation in the spring will likely not be matched by a new and better era in USPS labor relations. In fact, the opposite trend continues, as management's irrational obsession with control continues to manifest itself in new and ever more antagonistic policies and programs, none of which do anything whatsoever to increase the competitiveness or productivity of our business.

Central to our employer's 19<sup>th</sup> Century concept of labor relations is an autocratic and "top down" management philosophy that emphasizes unquestioning conformity and ego-driven power over common sense and independent thinking. This obsession with micromanagement is a pervasive sickness in the Postal Service, a sickness that may eventually prove to be fatal.

It is beyond absurd that in a labor intensive organization such as the USPS, one of every six employees is at a supervisory level or higher. Even more absurd is the fact that those that never touch the mail are usually paid more (often much more) than those that do. However, self-interest, namely the protection of management's own non-jobs, is effectively preventing any real reform from occurring within the culture of the organization. As a result, letter carriers must deal with internally developed and numbers-driven insanity such as DOIS, MSP, COR, and GPS devices in postal vehicles.

A direct result of the USPS culture of control is the recruitment and promotion into supervisory and management level positions of those that lack so-called "people skills." Can't think on your feet, communicate with others or make any deci-

sions on your own? Is insecurity your most appealing trait? Well, the USPS has a place in management waiting just for you! Just practice and repeat those seven magic words: "I am giving you a direct order!" Feel that power? Yes, just join up with USPS management and you too, can feel important, even when you really are not at all important for any useful purpose.

Virtually all workflow problems with management are the inevitable result of the promotion and retention of individuals that have no business being in positions of authority. The Postal Service is rife with the abuse of power at all levels, resulting in pathetic and childish behavior by those that in some instances should never have hired, much less promoted. In fairness, some thoughtful and talented men and women do manage to work their way through the subculture of arrogance and into USPS management, though many of them are subsequently driven out after trying and failing to do the right thing. If oversight of the Postal Service was left to these individuals, and only to them, we would thrive both now and into the future.

Almost twenty years after the term "going postal" became a cultural cliché in America, we remain stuck on the same treadmill of micromanaged stupidity within the USPS. Letter carrier work can be and should be entirely self-directed, with management's role limited to administrative matters. However, almost forty years after I delivered my first letter on city route 4 in Plymouth as a "substitute carrier" (as PTFs were called in those days), our Postal Service is still taking two steps back for every step it takes forward. There should be no place in the USPS for autocratic and power-driven individuals and the ridiculous internal policies and programs that keep them employed.

Only time will tell if the world's best Postal Service can be saved from the foolishness of its own leadership. The USPS has more than enough external enemies already, without having to deal with self-destructing from within. Yet worry we must, because far too many decision makers are

totally lost in their own self-importance to add anything of value to the Postal Service. Memo to USPS management: Trash your pet programs, check your egos at the door, and try doing some real work. Otherwise, why don't you just quit and go find a real job?

-- Joe Golonka  
Retired Member

**IT'S TIME FOR YOU TO  
CONTRIBUTE TO C.O.L.C.P.E.**

COLCPE stands for Committee on Letter Carriers Political Education.

Federal law prohibits NALC from using your union dues for campaign contributions. By voluntarily giving to COLCPE, letter carriers are helping the candidates who support letter carriers' causes and protect carrier pay, benefits and job security.

We need COLCPE to help elect Members of Congress from both parties who will stand up for working people like the hardworking letter carriers we represent.

COLCPE makes it possible for NALC activists to take time off to assist the campaigns of candidates who support letter carrier issues. Long-time Branch 2184 officer Joe Golonka and many others have worked on behalf of letter carriers during past elections as a result of COLCPE.



The current economic part of our 2006-2011 contract is a direct result of COLCPE dollars at work.

**2006-2011 National Agreement  
Date Type of Increase Amount**

- Nov. 25, 2006 General wage increase 1.4%
- Sept. 21, 2007 COLA \$0
- Oct. 19, 2007 Lump-sum COLA \$686
- Nov. 24, 2007 General wage increase 1.8%
- March 2008 COLA \$458

- Sept. 2008 COLA \$1,497
- Nov. 22, 2008 General wage increase 1.9%
- March 2009 COLA \$0
- Sept. 2009 COLA \$0
- Nov. 21, 2009 General wage increase 1.9%
- March 2010 COLA \$0
- Sept. 2010 COLA \$0
- Nov. 20, 2010 General wage increase 1.85%
- March 2011 COLA to be announced
- Sept. 2011 COLA to be announced

We are all benefiting from what COLCPE funds have done for us thus far as you can see. I know I can speak for all Letter Carriers when I say; we want to continue to have economic portions of our future contract(s) to reflect this current contract were in. The way we can do that is by getting everyone to sign up for COLCPE.

Your Branch Officers can't do it alone, we need every Shop Steward getting the word out to our members in the swing room, in the parking lot, at the water fountain, on Face book, Twitter, etc.....

As has been said before, united we stand, divided we fall. Take a minute and add up how much you spend for some of the things that you feel you need every day. Isn't \$5.00 per pay period worth it to you to keep your job and the benefits such as COLA, pay increases, etc? Think of it like a kind of insurance (car, health, life and job security).

Thanks to all the brothers and sisters that have already signed up for COLCPE. The branch officers are looking forward to seeing your name in the COLCPE section of the Branch Newsletter.

See you at the next branch meeting,

-- Walt McGregory  
Branch 2184 COLCPE Coordinator

**March 13th**  
Daylight Savings



# Continuation Of Pay. It's Your Right – Enforce It!

Another Michigan winter season combined with the many hazards of letter carrier duties has taken its usual toll on Branch 2184's active members, with numerous injuries occurring because of difficult and sometimes treacherous working conditions. Of note, USPS management typically refers to letter carrier injuries as "accidents." We should categorically reject such labeling on the part of management, because an injury is an injury, nothing more and nothing less.

Common letter carrier injuries such as slips on ice and dog bites are considered to be "traumatic injuries" (note, they are not called "traumatic accidents") by the U.S. Department of Labor's Office of Workers Compensation Programs (OWCP), which administers the applicable law known as the Federal Employees Compensation Act (FECA). One specific and important provision of the FECA that is frequently misunderstood as well as deliberately circumvented by USPS management is the continuation of an injured employee's regular pay for a period of up to 45 calendar days from the date of the injury. Continuation of Pay (COP) applies if the injured employee is unable to work – or is not provided with work – during this time because of his or her job-related traumatic injury.

Of importance, to be immediately eligible for COP, *you must* check box (a) on OWCP form CA-1, notice of Traumatic Injury and Claim for Compensation – and you should always choose to do so. During recent months, management in some offices has claimed that form CA-1 is only available online and that no hardcopy forms exist. If you are told this, merely instruct them to immediately print the form and give it to you without delay. It is a

violation of the law for any OWCP form to be withheld from an employee, and YOU should always complete the first page of the form, not management.

Additionally, the anti-worker George W. Bush regime initiated an attack on USPS employees in 2006 that resulted in the imposition of a three-day waiting period before employees are eligible for COP. The three-day waiting period applies to USPS employees only, and not to other Federal employees. During these first three days you can choose to use sick leave, annual leave, or leave without pay (LWOP). Note that the type of leave used is your choice, not management's. Also, if your inability to work continues for 14 days or more from the date of your injury, the three-day waiting period can be waived and COP applied to these days as well.

USPS management has a long and sordid history of finding creative as well as devious ways of trying to avoid continuation of pay when it is appropriate. Among other bogus excuses, they will claim that COP has to be "approved" (it doesn't) or that there will allegedly be a "delay" in the employee's pay if they choose COP (there is no reason for any delay). To reiterate, during the first 45 calendar days following your injury, if you are unable to work all or part of your schedule or if management fails to provide eight hours of work, you should be paid COP, subject to the three-day waiting period, providing you have checked box (a) on form CA-1. If for ANY reason this does not occur, immediately notify your steward and also the Branch 2184 office.

Finally, Branch 2184 provides competent and timely assistance to any member involving any aspect of the often complicated injury compensation process. Just call the Branch office or notify your steward that you want the union's assistance.

-- Joe Golonka

*Branch 2184 Injury Comp Specialist*



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## Customer Connect

Congratulation to the following Branch 2184 carriers who turned in customer connect leads which turned into sales.

Deb Standifer (Dundee) - \$40,000.00

Jane Brown (Plymouth) - \$7,236.00

Dawn Hickman (Lincoln Park) - \$17,550.00

Carol Cox (Belleville) - \$15,000.00

Chatrina Gensler (Ypsilanti) - \$15,000.00

Don Gutowski (Plymouth) - \$52,000.00

Cecelia Burja (Lincoln Park) - \$217,000.00

Cindy Gibson (Plymouth) - \$12,000.00

Mike Tredway (Ypsilanti) - \$520.00

Cindy Gibson (Plymouth) - \$10,000.00

Jim Crossey (Plymouth) - \$100,000.00

Pam Maus (Dearborn Annex) - 80,000.00

Tom Miller (Plymouth) - \$6,800.00

Through Customer Connect, letter carriers are taking advantage of their special relationships to encourage business customers to use USPS instead of private delivery services. Since the startup in mid-2003, letter carriers have generated more than **ONE billion** in new revenue.

## Branch 2184 Web Site

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

Retirement Information

OWCP Information

"OWCP" Forms

Branch Calendar

"FMLA" forms

Online "SPEAKS" Newsletter

### **Steward Resources:**

Grievance Forms

Grievance Guidelines

JCAM, MRS, M-39, M-41

2184 Memo of Understanding

# 2011 COLCPE Contributors

## Belleville

- ✓ Gregory Bodziak
- ✓ Bruce Prevost

## Dearborn Main

- ✓ Darryl Clay
- ✓ Daniel Smith
- ✓ Jackie Wiggins
- ✓ Ed Williams

## Dearborn Annex

- ✓ Timothy Bailey
- ✓ Michael Bergin  
Jo Garcia
- ✓ Mark Judd
- ✓ Roderick Lelental
- ✓ Melvin MacDonald
- ✓ Carol Macieczni
- ✓ Karen Regentik

## Dearborn Heights

- ✓ Roger Corpolongo  
Jim Hales
- ✓ Alan Swintek
- ✓ Christopher Tostige  
Denise Viola
- ✓ James Wolstencroft

## Flat Rock

- ✓ Amy Degrand

## Grosse Isle

- ✓ Kimberly Bumbul  
John Nellis
- ✓ Thomas Harris

## Inkster

- ✓ Bryon Hendricks
- ✓ Roy McMahan

## Lincoln Park

- ✓ Paula Hall
- ✓ Scott Watts

## Monroe

- ✓ Chris Carmon
- ✓ Lillian Bogosian
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant  
Erik Venzke

## Northville

- Elizabeth Karsten
- ✓ Beth Maliszewski
- ✓ Bridgette Sams

## Plymouth

- ✓ Heather Childers
- ✓ James Crossey
- ✓ Patricia Linna
- ✓ Gary Macioce  
Dan Marek
- ✓ Ricky Rosales

## Rockwood

- ✓ Gloria Warthen

## Taylor

- ✓ Bob Parisi
- ✓ Andrea Smith
- ✓ Michele Szafran

## Temperance

- ✓ Kari Guthrie

## Trenton

- ✓ Anthony Conley
- ✓ Gwen Heffinger  
Dennis Lucas
- ✓ Casey Pennington

## Westland

- ✓ Michele Barnes
- ✓ Lori Boljesic
- ✓ Felicia Bryant
- ✓ Kenyatte Byron

- ✓ Wenoia Clark

- ✓ Ted Gagnon

- ✓ Joan Hicks

- ✓ Caprice Hughes

- ✓ Katrina Jones

- ✓ Walter McGregory

- ✓ Ladonna Miller

- ✓ Sharonlynn Roulo

- ✓ Edward Sikora

- ✓ Christen Tharp

- ✓ Raymond Tobin

- ✓ Tammy Viecegli

- ✓ Amy Williams

- ✓ Calvin Winbush

## Canton

- ✓ Dianne Campbell

- ✓ Lois Fritz

## Ypsilanti

- ✓ Alan Grajczyk

- ✓ Kimika Griffin

- Malcolm Moscato

- Mike Radecki

- ✓ Richard Rider

- ✓ Michael Tredway

## Retired

- ✓ Mary Abbott

- ✓ Thelma Balogh

- George Bolash

- ✓ Timothy Bowsher

- ✓ Joe Golonka

- ✓ Mike Karjala

- ✓ James Kelly

- William Lowe

- Jerome Mannlein

- William Mather

- James Powell

- ✓ Irene Sly

- ✓ Cathy Tondreau

- ✓ Cindy Trzeciak

- ✓ Margaret Zywicki

- ✓ Leonard Zawisa

Protect your job "Join COLCPE today!"

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(COLCPE)

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**The Weingarten Declaration**

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

*(Clip and keep with you while working)*

(Continued from page 5) **Things Your Mail Carrier Won't Tell You**

that means I'm just going to have to wait for my senior citizens discount.

Despite the “neither snow nor rain nor heat nor gloom of night” motto, we're instructed not to deliver to a mailbox if the snow and ice around it isn't cleared. Most of us take the motto to heart, though, and do our best to deliver in even the most hazardous conditions.

**Most of us love our jobs** and the people we serve. I met my wife and my best friend because I was their letter carrier.

**We go to great lengths to deliver to every address**, no matter how remote. That's why, in the most rural areas, even UPS and FedEx rely on us to make their final deliveries.

*Sources: Michelle Crouch from Reader's Digest February 2011, Letter carriers in Missouri, New Jersey, and North Carolina; Fredric Rolando, president of the National Association of Letter Carriers; and a spokesman for the U.S. Postal Service.*

**Allie Brothers Uniform Store**

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# Retirees Report

Lately we have been receiving a lot of calls regarding retirement. The following is basic information you will need to determine your retirement eligibility.

## Eligibility for CSRS Retirement

<u>Optional</u>	<u>Age</u>	<u>Service (years)</u>
	62	5
	60	20
	55	30

## Eligibility for FERS Retirement

<u>Immediate</u>	<u>Age</u>	<u>Service (years)</u>
	62	5
	60	20
	MRA	30

MRA = Minimum Retirement Age

Year of birth determines MRA - Example: (If you were born in 1953 through 1964 your MRA is age 56. Years after 1965 increases your MRA.

If you meet the age and years of service requirements listed above, you are eligible for a CSRS Optional or a FERS Immediate retirement. Booklets have been prepared and updated to provide CSRS and FERS carriers with answers to their retirement choices and decisions. Both booklets are available at the Branch.

The following is the steps you need to take to insure a trouble free retirement process.

1. Request retirement paper work (Blue Book) from Shared Services (1-877-477-3273 Option 5) 90 days prior to planned retirement date.

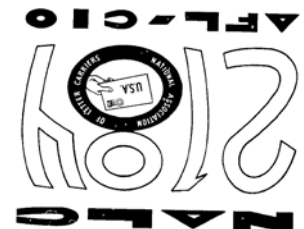
2. Fill out retirement application (Blue Book). If you need assistance or are confused by any decisions you have to make you can contact the Union Office for assistance. Help will be provided by phone or an appointment can be made to meet with the Retirees Officer at the Branch.

3. Call Shared Services for an individual phone counseling appointment 60 days prior to your retirement date. Phone counseling can be held at the Post Office on the clock, at your home or if you prefer at the union hall with the assistance of the retirees officer. At home or the union hall would be on your own time. The Shared Services counselor will go over your Blue Book with you line by line.

4. Remove completed pages from Blue Book, make copies for yourself and mail to address listed in book. Retirement date is your last work day.

Branch 2184 provides assistance to any member involving any aspect of the retirement process. Just call the Branch office or notify your steward that you want the union's assistance.

-- Leonard Zawisa  
Retirees Officer



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

