



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

January/February 2012

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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 7th, 2012
April 4th, 2012
(7:30 p.m. - Union Hall)

Retirees Meetings:

March 14th, 2012
April 11th, 2012
(12:30 p.m. - Union Hall)

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President's Report

Contract Headed To Mediation

On January 20th, the USPS declined to extend contract talks with the NALC. The decision not to extend the contract talks on our collective bargaining agreement automatically triggers an impasse which sends the collective bargaining process to mediation. Both parties are now required to enter into a 60-day mediation process. If no agreement is reached within the 60-day period the issues will then be submitted to an arbitration panel for resolution.

PTF Conversions

After filing countless numbers of grievances over the years regarding PTF conversions and maximization issues, we finally received some good news. On January 23, Branch 2184 received notice of a pre-arbitration grievance settlement from the National Business Agent's office. The agreement outlined the terms of the settlement between the Detroit District and the NALC. It would convert PTF's to fulltime status in certain installations for the purpose of filling residual CC 2 (T-6 Carrier Technician) positions. The following Branch 2184 offices listed were affected by the settlement: Lincoln Park - 2 PTF conversions, Inkster - 1 PTF conversion, Monroe - 2 PTF conversions, and Taylor - 3 PTF conversions. The parties are still working on further conversions to fulltime, and as we go to press we have been asked to provide additional information regarding the remaining residual vacancies in the Branch. Special thanks go out to our stewards who filed the initial grievances, and provided the information to make these long overdue conversions happen.

Dearborn Truck Run Update

On November 22, 2011 Arbitrator Karen Jacobs rendered her decision regarding the removal of the Dearborn inter-city truck runs from the carrier craft and giving the work to the Motor Vehicle Service craft. Arbi-

(Continued on page 3)

Officers

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

Stewards

Belleville.....	Lynn Taylor
.....	Gregory Bodziak (alt)
Dearborn (Main)	Darryl Clay
.....	Ed Williams
Dearborn (Annex).....	Melvin MacDonald
.....	Jacqueline Wiggins
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
.....	Roderick LeLental (alt)
Dearborn Heights.....	Richard Alaniz
.....	Denise Viola
.....	Jim Hales (alt)
.....	James Wolstencroft (alt)
.....	John Czuchrak (alt)
Dundee.....	313-295-1640
Flat Rock	Amy Degrand
Grosse Ile.....	Tom Harris
.....	Virginia McNew (alt)
Inkster	Bryon Hendricks
Lincoln Park	Scott Watts
.....	Dave Reise (alt)
Monroe	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Mark Cooper
.....	Beth Maleszewski (alt)
.....	Jim Holland (alt)
.....	Bridgette Sams (alt)
Plymouth.....	Don Oziemski
.....	Heather Childers
.....	Bob Venning (alt)
Rockwood.....	Gloria Warthen
Taylor	Michele Szafran
Temperance	313-295-1640
Trenton	Casey Pennington
.....	Gwen Heffinger (alt)
.....	David Bartaway (alt)
Westland	Walter McGregory
.....	Joan Hicks
.....	Felicia Bryant
.....	Kim Clark (alt)
Canton.....	Dianne Campbell
.....	Lois Fritz (alt)
Ypsilanti	Rick Rider
.....	Mike Tredway
.....	Alan Grajczyk (alt)
.....	Malcolm Muscato (alt)



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.

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)

trator Jacobs' award decision reads as follows. "The Postal Service violated the National Agreement when it removed truck run duties from the letter carrier craft and transferred those duties to the Motor Vehicle Craft in Dearborn in 2000. For the reasons discussed above, the matter is remanded to the parties for consideration of remedy. I retain jurisdiction for 90 days for further proceedings if required." NALC Regional Administrative Assistant Jeff Fultz, who advocated the case on behalf of the NALC, has reported that efforts to resolve the remedy have been unsuccessful, and in a letter dated February 14, 2012 has asked the arbitrator to schedule a hearing so that the parties can reconvene to discuss a remedy. Stay tuned for further developments regarding the Dearborn Truck Run saga. Hopefully we get a just remedy for this decade long injustice to the letter carriers in Dearborn.

Dundee

On January 19, 2012 Michigan State Association of Letter Carriers President Dan Florkowski and I went to the Dundee Post Office to present a memorial plaque on behalf of the State Association commemorating the tragic death of Dundee Letter Carrier Nancy Schaefer. The presentation by State President Florkowski was very appreciated by the Dundee carriers who were there for the ceremony. At the request of the carriers, management put the memorial plaque in a place of honor near the front of the building where all the postal patrons could see it. On behalf of the Branch and its members I would like to thank the State Association and President Florkowski for the thoughtful gesture.

On February 13, 2012 National Executive Vice President Tim O'Malley and National Business Agent Pat Carroll made a trip to the Dundee office and met with the family of our fallen sister and presented them with a beautiful commemorative shadowbox/plaque. I would like to thank EVP O'Malley and NBA Pat Carroll for taking time out

of their busy schedules to make the trip to Dundee, and to meet with Nancy's family and for the thoughtful presentation. EVP O'Malley also told the family and coworkers present that Nancy's name would be added to the permanent plaque at the National office honoring fallen carriers from around the country. On the way back from Dundee EVP O'Malley and NBA Carroll stopped by the Branch office and met with our stewards who were attending a regularly scheduled steward meeting. EVP O'Malley and NBA Carroll were gracious enough to stick around and answer questions our stewards had before heading back to the NBA's office. I would like to thank them both for making themselves available and meeting with our stewards and officers.

Term Ending Report

In accordance with Article 6, section 1 of the Constitution for the Government of Subordinate Branches, I hereby submit the Branch's Term Ending Report. The following is an overview of the Branch operations for the last three years. I have also asked the Branch's officers to submit summaries from their areas of responsibility.

Financial Report

I am proud to report that the Branch's financial picture has never been better. By using a disciplined budget strategy and avoiding unnecessary expenses, we are in the strongest financial position the Branch has ever known. The end of the three year term balance as of December 2011 is \$269,716.26. We are in a very strong financial position with no outstanding debts, loans, or obligations.

Membership

We start the new term with 808 active members, and 303 retired members. The number of active members is down from the last term ending report when we had 856 while the number of re-

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tired members has shown a slight increase from the 284 retired members during the last report. The financial collapse and the "great recession" have had an undeniable impact on the Postal Service. With volume and revenue collapsing and with the advent of the Route Adjustment Process, many routes have been eliminated and/or consolidated which has had a direct impact on our membership base.

Capital Improvements

We continue to maintain a rigorous schedule of maintenance here at the Branch and have avoided any major construction or maintenance costs. The property has been well maintained and all parts of our infrastructure remain in good working order. During the last term all the branch computers have been replaced or have been approved for replacement. I do not anticipate any other major computer related costs, replacements, or concerns at this time. In September our front gate and two of our barrier poles sustained damaged when a vehicle went out of control and ran into them. The insurance company has settled our claim and the work is scheduled to be done in the spring.

Activities

The Branch has continued its practice of having its yearly Branch Picnic for MDA. Since the picnic was reinstated back in 2006 interest in the event has increased every year. Our national charity MDA continues to be a Branch focus. The past three years have seen an ever increasing amount of participation in our Branch MDA events. Events which range from our annual calendar sales, to our picnic raffles, sponsorship of the poker rooms at Taylor Lanes, Bowlathon, and canister drive. Our annual participation in the Labor Day Parade continues with growing numbers of members attending. We continue to actively participate in the Food Drive, and the activities surrounding the event. Our Branch hosts a food drive

kickoff luncheon here at the Branch for each office coordinator and their community contacts and counterparts. Despite the economic downturn that many of the communities we represent have faced, our volunteers have proven they are second to none in their dedication to get the donated food to those in need.

Retirement

The Branch continues to offer assistance to our members who are contemplating retirement, and to those who are ready to retire. During the past three years we have fielded hundreds of calls regarding retirement related issues and assisted 75 members in retiring. We have averaged approximately 25 retirees per year over the last three. In addition to the regular retirement options, we continue to get many requests for help and questions about disability retirements and the early out VERA option offered by OPM. Any member in good standing is eligible to receive help from the Branch in making this important life decision.

OWCP

Another successful program which continues is our long standing Branch practice of providing assistance to our members with their OWCP claims. Our Branch is very proud of our record in helping our injured members in perfecting their claims. Once again this benefit has proven most popular with the Branch receiving hundreds of calls for help. Over the last three years more than 125 members have received help with their claims. The

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**

total wage compensation returned to our members during this period is in excess of \$600,000. The National Reassessment Process or NRP played a large part in many of the calls we received. As of this date we have been successful in every NRP related grievance we have filed. Any member in good standing is eligible for this important benefit.

Contract Enforcement

Our Branch Stewards and Step A Designees continue to uphold our long held reputation for contract enforcement. The past three years have been no exception. With over 3400 grievances being filed. This is an increase of well over 20% from the prior three year period. During this period 1177 grievances were appealed to Step B. The Branch continues its commitment and support of our Stewards and Step A designees by providing them all the training and resources that are necessary to do their job. Their commitment, dedication, and motivation are truly an asset and resource to the Branch and its members.

In closing, it has been my pleasure and honor to work for and with each and every one of you these last three years. I hope and expect that during our next term together we can be equally as proud of the accomplishments we have achieved together as part of this great labor organization.

-- *Mark Judd*
President

The Weingarten Declaration

"If the discussion I am being asked to enter could in any way lead to my discipline or termination or impact my personal working conditions, I ask that a union steward, representative or officer be present. Unless I have representation I respectfully choose not to participate in this discussion."

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



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- 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) 313-386-3270 (fax)

COLCPE Contributors

Belleville

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

Dearborn Main

- Richard Adams (R)
- George Bolash (R)
 - ✓ Darryl Clay
- William Mather (R)
 - ✓ Daniel Smith (R)
- Brian Rodden (R)
 - ✓ Ed Waldon
 - ✓ Ed Williams
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

Dearborn Annex

- Nancy Altman
- ✓ Timothy Bailey
- ✓ Michael Bergin
- Hubert Brown
- ✓ Mark Cornett
- ✓ Mark Judd
- ✓ Roderick Lelental
- ✓ Melvin MacDonald
- ✓ Carol Macieczni
- ✓ Rosemary Miller
- ✓ Karen Regentik
- ✓ Cathy Tondreau (R)
- ✓ Jackie Wiggins

Dearborn Heights

- ✓ Roger Corpolongo
 - ✓ Jim Hales
 - ✓ Ian Mair
- James Powell (R)

- ✓ Alan Swinteck
- ✓ Christopher Tostige
 - ✓ Denise Viola
- ✓ James Wolstencroft

Dundee

- ✓ Chatrina Gensler
- ✓ Jerome Mannlein (R)

Flat Rock

- ✓ Amy Degrand

Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Thomas Harris
- ✓ Virginia McNew
 - ✓ John Nellis
- ✓ Mary Renaud

Inkster

- ✓ Bryon Hendricks
- ✓ Roy McMahan
- ✓ Calvin Simmons (R)

Lincoln Park

- ✓ Thelma Balogh (R)
 - Laura Fitzgerald
 - Leah Gray
 - ✓ Paula Hall
 - Dawn Hickman
 - Lawrence Jesue
 - Judith Kahl
 - ✓ David Kemp
 - Nicholas Longo
- ✓ William Mason (R)
 - ✓ James Martyna
 - Karen Purvis
 - David Reise

- ✓ Bela Rito (R)
 - Gayle Rohde
- ✓ Barbara Scaggs
- Larry Skillman (R)
 - ✓ Scott Watts
- Teresa Wisniewski

Monroe

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

Northville

- Elizabeth Karsten
- ✓ Beth Maliszewski
- ✓ Bridgette Sams

Plymouth

- ✓ Cary Black (R)
- ✓ Heather Childers
- ✓ James Crossey
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
 - ✓ Gary Macioce
 - ✓ Dan Marek
 - ✓ Kristie Nelson
 - ✓ Ricky Rosales

Rockwood

- ✓ Gloria Warthen

Taylor

- John Bostek (R)
- ✓ Roger Gilliam
- ✓ James Kelly (R)
- William Lowe (R)

- ✓ Frances McGuckin
- ✓ Walter Modelski (R)
 - ✓ Bob Parisi
 - ✓ Fran Phillips
 - ✓ Bob Sedore (R)
 - ✓ Irene Sly (R)
- ✓ Michele Szafran
 - Terry Theeck
 - Jeanie Youtsey

Temperance

- ✓ Kari Guthrie

Trenton

- ✓ Anthony Conley
- ✓ David Bartaway
- ✓ Colette Graves
- ✓ Gwen Heffinger
 - ✓ Dennis Lucas
- ✓ Casey Pennington
 - ✓ Gary Ritchie

Westland

- ✓ Arnita Adams
- ✓ Michele Barnes
 - ✓ Lori Boljesic
 - ✓ Felicia Bryant
- ✓ Kenyatte Byron
- ✓ Veronica Chambers
 - ✓ Wenoia Clark
 - ✓ Ted Gagnon
- ✓ Albert Gilliespie
 - ✓ Joan Hicks
- ✓ Caprice Hughes
 - ✓ Katrina Jones
- ✓ Tamara Martin
- ✓ Walter McGregory
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- ✓ Ladonna Miller

COLCPE Contributors

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- ✓ Betty Daraban
- ✓ Brian Frost
- ✓ Alan Grajczyk
- ✓ Kimika Griffin
- ✓ Willise Jeffery
- ✓ Mike Karjala (R)
- ✓ Gene Meadows
- ✓ Jamie Meloche
- ✓ Malcolm Muscato
- ✓ Brian Mueller
- ✓ Patricia Neeley
- ✓ Mike Radecki
- ✓ Richard Rider
- ✓ Larry Rowland
- ✓ Michael Tredway

Canton

- ✓ Dianne Campbell
- ✓ Lois Fritz
- ✓ Joe Golonka (R)
- Douglas Koluch
- Gilbert Pruiett

Ypsilanti

- ✓ Kimberly Blake

Protect your job "Join COLCPE today!"

Call 313-295-1640

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

(R) Indicates retired members.

Committee On Letter Carriers Political Education
(COLCPE)

**Start your COLCPE automatic
contribution NOW!**

March 11th

Daylight Savings
Time



Branch 2184 President Mark Judd, NBA Pat Carroll, Steward Gloria Warthen, NALC EVP Tim O'Malley



President Mark Judd, NALC EVP Tim O'Malley



President Mark Judd, NBA Pat Carroll, Dearborn Steward Mel MacDonald, NALC EVP Tim O'Malley, Taylor Steward Michele Szafran, Branch Recording Sec Casey Pennington.

EVP's Report

The Battle Rages on...

As a basic function of the union, representation is top priority. The individuals that step up and provide this representation should be commended. The branch has always been proud of its record in upholding contractual obligations between the NALC and the USPS. Even though the steward is the one who processes the grievance it is you, the member, who is relied upon in taking that first step to enforce contractual requirements. The steward cannot see and hear everything and relies upon you to assist them. We all should be standing united on the workroom floor regardless of personal differences. As reported in the past, at the end of each term I submit an overall total of grievances filed in the branch. The following chart lists the number of grievances that were filed in each individual office.

Just as in the beginning of the NALC in 1889, today we find ourselves battling for a common goal; the survival of the Postal Service. Back in 1889 the issue of an 8 hour workday is when carriers organized into a body of workers that formed the NALC. When the Post Office Department refused to recognize the 8 hour day, the NALC went all the way to the Supreme Court. In 1893 the NALC won their case, and carriers were awarded a total of 3.5 million dollars settling thousands of overtime claims against the department. It was the NALC's persistence and prolonged efforts for a retirement law that in 1920 created the Civil Service Retirement Act. As the years went on, the NALC continued to battle for Letter Carrier rights. Many of these battles are documented in the NALC publication "Carriers in a Common Cause, A History of Letter Carriers and the NALC". I strongly recommend this reading to all Letter Carriers. Copies can be obtained from the hall or you can find the publication on the branches web site.

This year is no different. The NALC finds

Branch 2184 Grievances 2009 - 2011

Branch	Individual	Total	
Belleville	42	21	63
Dbn Annex	222	231	453
Dbn Main	24	121	145
Dbn Heights	53	74	127
Dundee	1	0	1
Flat Rock	4	17	21
Grosse Ile	19	29	48
Inkster	3	64	67
Lincoln Park	23	38	61
Monroe	295	182	477
Northville	15	96	111
Plymouth	176	146	322
Rockwood	0	2	2
Taylor	465	260	725
Temperance	3	3	6
Trenton	133	305	438
Wayne	7	11	18
Westland	29	84	113
Canton	37	96	133
Ypsilanti	37	98	135
Call Center	0	4	4
Total	1588	1882	3470

itself battling Postal management and Congressional leadership in maintaining the most trusted government agency today. Within the next few months legislation could be passed that will shape the USPS for years to come. This will no doubt be the next chapter in Carriers in a Common Cause. Just as the battles of the past have been won, I have full confidence that all members, and I mean all members will fight this battle in preserving the USPS. Please keep informed and be ready to act at a moment's notice when called upon. So if you're not already signed up to Carrier Corp, E-Activist and donate to COLCPE (the political action committee of Letter Carriers) I strongly urge you to do so today.

-- Jim Wolstencroft
Executive Vice President

Report for 2009	
Savings - Assets	
Check Book Balance	93,362.14
Convention Account	11,538.77
D&R Account	343.50
Savings Account & CD's	95,154.78
Total Assets	\$200,399.19
Report for 2010	
Savings - Assets	
Check Book Balance	112,777.43
Convention Account	5,093.97
D&R Account	608.19
Savings Account & CD's	124,478.43
Total Assets	\$242,958.02
Report for 2011	
Savings - Assets	
Check Book Balance	64,792.18
Convention Account	18,644.09
D&R Account	579.61
Savings Account & CD'S	185,760.38
Total Assets	\$269,716.26

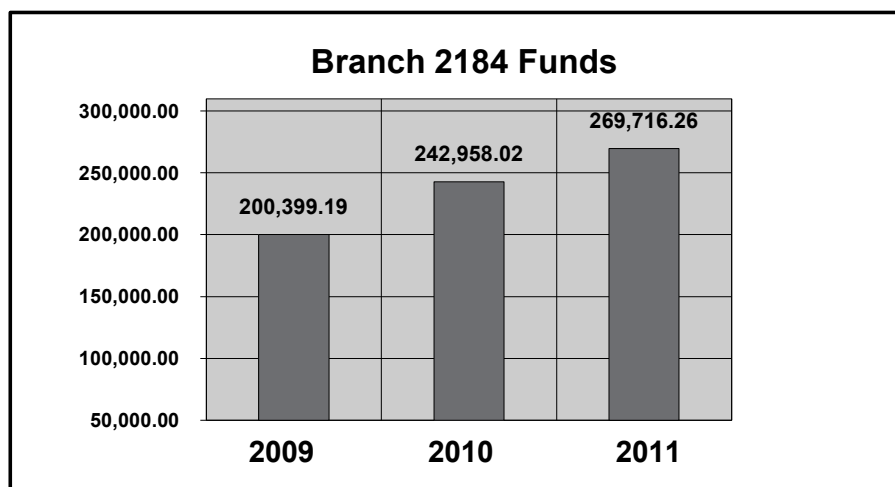
Financial Secretary Treasures 2009 -2011 Term ending Report

During the past three years Branch 2184 has achieved an approximate 75% increase in our financial balance, putting our organization in the strongest financial position ever. Every Branch financial obligation has been paid in a timely manner. All required monthly and yearly financial reports have been completed and submitted timely. All Branch assets have been fully accounted for by the Trustees during the six thorough audits they have done. In the past three years I have been working with them to make sure the property and finances have been kept in order and perfect balance.

The branch has made some changes in the way we are now opening new CD's, we open one whenever our check book balance is over \$75,000.00.

I have attended all necessary training to ensure that we as a branch are up to date on all reporting requirements. I believe that our newly elected Recording Secretary and Vice President should also attend these trainings along with the Trustees so they will also know this important information. In my opinion I expect the Branch to be able to maintain it's strong financial position throughout the next three years.

-- Catherine Tondreau
Financial Secretary Treasurer



Injury Compensation

A Busy Three Years For Branch

There are few things more complicated and potentially stressful for a letter carrier than dealing with a job-related injury or medical condition. Many of the problems resulting from job-related injuries and medical conditions occur because of a lack of employee awareness of procedures and responsibilities. However, many problems *also* occur because of the often deliberate obstruction and interference with the injured carrier's rights by USPS management. Instances of management misconduct and sometimes illegal behavior involving employee injuries is well documented and includes (but is certainly not limited to) failure to provide or timely process forms, and obstruction and interference with the injured employee's medical care.

Additionally, we recently have received reports from at least one Branch 2184-represented office where the management directly issued threats of discipline to any carrier that is hurt on the job. The obvious intent of such threats – which violate both Federal Law and USPS regulations – is a transparent attempt to intimidate letter carriers into not reporting job-related injuries. *Always report any such a threat by management*, even if implied, to your steward and the Branch 2184 office *immediately*. Also, be sure to report every job-related injury to management, and immediately request and complete OWCP form CA-1 (and be sure to get the attached receipt). Branch 2184 has been very successful over the years at overturning bogus discipline that was issued to letter carriers merely as retaliation for reporting a job-related injury.

Additionally, with a few notable exceptions in Branch 2184, most delivery supervisors and even many postmasters are notoriously uninformed and ill-prepared to competently respond to employee injuries. Of greatest importance, always keep in mind that *everything* management says or does involving injured employees is done *only* with the

interests of management in mind, and never the interests of the employee. Injured members should always seek competent and accurate information from their union before acting upon *any* information provided by management.

One of many services that Branch 2184 provides exclusively for NALC members is capable assistance with the sometimes daunting and complicated injury compensation process. This typically is needed after a member has incurred a job-related injury or developed a job-related medical condition that warrants a claim made under the Federal Employees Compensation Act (FECA), as administered by the United States Department of Labor's Office of Workers Compensation Programs (OWCP).

The overwhelming majority of *all* reported USPS injuries are incurred by city letter carriers. In fact, letter carrier injuries comprise the overwhelming majority of ALL non-military Federal and postal employee injuries. Letter carrier work has always been one of the most hazardous of all occupations, and it is becoming more so. Moreover, there is nothing more phony and duplicitous than hypocritical Postal Service management claims that they are "concerned" about employee safety. In reality, making their phony "performance" numbers trumps everything else, especially matters of safety. USPS management couldn't care less about your personal health and welfare.

Unfortunately, a record number of Branch 2184-represented letter carriers were injured on the job during the past three years. Reasons for this increase are many. However, they clearly include longer street times, where most injuries occur; the severe winter seasons in 2009-2010 and 2010-2011 (fortunately somewhat less so this winter), and a large influx of inexperienced letter carriers such as new TEs and former clerk craft employees who previously did not have to perform such difficult and hazardous work.

During the past three years (2009-2011) we assisted more than 125 members with injury com-

pensation-related matters. Branch 2184 members who had sought assistance with their injury claims from the Branch office have received more than \$650,000 in wage compensation during this same period. This assistance, *which is only available to our members in good standing*, is quite wide-ranging in nature. Most initial assistance involves answering questions about procedures and OWCP regulations and also involves responding to management obstruction and misinformation. However, we also provide detailed and comprehensive assistance with claims development and appeals, especially with occupational illness/disease claims (CA-2) when this becomes necessary.

A few notes about the now allegedly defunct National Reassessment Process (NRP). This vicious and coordinated USPS assault on injured employees nationwide "officially" ended last year. However, the widespread damage caused by callous USPS management to injured employees continues in many instances. About 35 Branch 2184-represented members were impacted on some level by the application of NRP, several of them very seriously. Fortunately, we have so far obtained a successful outcome on every NRP-related grievance initiated in Branch 2184, either through arbitration or a pre-arbitration settlement. Several additional NRP-related Branch 2184 grievances are still awaiting adjudication.

As 2012 begins, we remain committed to diligently assisting any member that requests our help with matters related to job-related injuries or medical conditions. Call the Branch 2184 office (313-295-1640) with questions or for an appointment. As always, we can expect that management will continue to work against the interests of injured letter carriers. As always, you can expect that your union will continue to work to effectively enforce and uphold your rights when injured on the job.

-- Joe Golonka

Branch 2184 Injury Compensation Specialist

Recording Secretary's Report

I would like to congratulate the 8 PTFs in our branch that have finally been converted to Full-Time Regulars. While it was the T-6 (CC2) residual vacancies that have sparked these conversions we are all hoping and working on getting more PTF's converted for the rest of the residual T-6 and residual route (CC1) vacancies.

I happened to be in the Taylor Post Office conference room when the announcement was made on the loud speaker regarding three PTF conversions in that station. After the announcement the workroom floor exploded with cheers and applause, it was an exciting and moving moment and I am happy I had the chance to be there to experience it.

The JARAP Memo expires on February 28, 2012. This means that unless a new agreement is made between the NALC and USPS, management can once again do route adjustments without the union's participation; which ultimately results in several grievances. Carriers should always work everyday as if on inspection, being professional and safe in the course of their duties.

I am currently working on membership cards for our new members. If you have not received your NALC membership card, please let me know.

CONVENTION DELEGATES

If you are a Branch 2184 convention delegate and are planning to attend the NALC National Convention in Minneapolis, Minnesota July 22-27, 2012, you need to let the Branch office know of your intent ASAP. Travel and lodging arrangements for the convention are now being made and we need to know how many delegates will be attending.

Please notify the Branch office of your intent as soon as possible, but no later than April 2, 2012.

-- Casey Pennington

Recording Secretary



NALC Executive Vice President Tim O'Malley Making presentation to the family of fallen Letter Carrier Nancy Schaefer from Dundee, MI. (left to right) NALC EVP Tim O'Malley, National Business Agent (Region 6) Pat Carroll, Nancy's mother Joanne Wilfong, Branch 2184 President Mark Judd, Nancy's sister Jill Bradley, Dundee Steward Deborah Standifer.

On February 13, 2012 National EVP Tim O'Malley and NBA Pat Carroll made a trip to the Dundee office and met with the family of Nancy Schaefer and presented them with a beautiful commemorative shadowbox/plaque.

After the presentation in Dundee, NALC EVP Tim O'Malley and NBA Pat Carroll came to the Branch 2184 office and met with our stewards who were present for a meeting. O'Malley provided an update about our ongoing National Contract negotiations/impasse, and discussed contractual issues with our stewards and officers.

(For more photo's see page 7)

**OUR ADVERTISERS ARE
YOUR FRIENDS.**

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NEWSLETTER.**

Contract Corner:

Q: I wasn't paid for some of the overtime I worked during a recent pay period. How can I investigate this?

A: The first thing that any employee should do in this situation is notify their steward or the Branch 2184 office ASAP, so that we can investigate. Unfortunately, for many years some management representatives in Branch 2184-represented offices and throughout the United States have fraudulently altered and/or deleted employee time records with the intent of cheating employees out of wages earned in order to make management's "numbers" look better or to create false data for purposes of evaluating assignments for route adjustments. It is a sad commentary on the current state of the USPS that cheating and stealing from employees is such a common and tacitly encouraged management practice. Two additional notes: First, all letter carriers should routinely keep their own time log of hours worked to match up with their paystub. Second, when you suspect that management has engaged in time and wage fraud, do NOT call the OIG or Postal Inspectors yourself. Time and wage fraud is a removable offense, but apparently only for craft employees. For management, cheating and stealing is more likely to get them promoted. Let your union conduct the investigation.

STAMP OUT HUNGER 2012

The 20th Annual NALC National Food Drive is on **Saturday, May 12, 2012**. It is anticipated that in this year's Food Drive we will bring the total for food donations delivered to local food banks and pantries across the country to over **1.1 BILLION POUNDS** since the drive began in 1992! We would like to thank all of our members in advance for their efforts in once again helping the NALC *Stamp Out Hunger*.

-- Cathy Tondreau
Food Drive Coordinator

Cuda Uniform Inc.

Postal Uniform Specialists

Why buy your uniforms out of town?

We will ship your uniforms by United States Postal Service to your office or home. Just call your order in on our WATTS line at **1-800-865-CUDA**. We want to make you happy!

SPECIAL OFFER

FOR BRANCH 2184 MEMBERS

10% OFF

OUR REGULAR LOW PRICE ON



POSTAL APPROVED SHOES WITH THIS AD!

TRY YOUR CLOTHING ON BEFORE YOU BUY

Why Wait for Alterations?

ALTERATIONS DONE ON PREMISES

We have increased our inventory tremendously to provide our customers with immediate service. To place an order please call 800-865-CUDA.

TRY US!

*WE WANT TO MAKE YOU
HAPPY!*

9 a.m. - 5 p.m. Monday, Wednesday and Friday

9 a.m. - 7 p.m. Tuesday and Thursday

9 a.m. - Noon, Saturday

**24559 Van Born Road
Taylor, MI 48180
(313) 292-7422**

Customer Connect

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

Paula Hall (Lincoln Park) \$5,800.00

Russell Miller (Westland) \$31,200.00

Cynthia Gibson (Plymouth) \$10,000.00

Lynn Taylor (Belleville) \$10,000.00

Laura Schaeffer (Lincoln Park) **\$1,136,200.00**

Paula Hall (Lincoln Park) \$34,100.00

Michael Chevillot (Westland) \$280,000.00

Paula Hall (Lincoln Park) \$200,000.00

Paula Hall (Lincoln Park) \$62,530.00

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 **1.4 billion** in new revenue.

Branch 2184 Web Site

www.nalc2184.org

Retirement Information

OWCP Information

"OWCP" Forms

Branch Calendar

"FMLA" forms

Online "SPEAKS" Newsletter

Carrier Pay Chart

Online Forms 3971, 3996, 3189

Steward Resources:

Grievance Forms

Grievance Guidelines

National Agreement

Defenses to Discipline

JCAM, MRS, M-39, M-41

2184 Memo of Understanding

Branch 2184 Carriers that retired during the term 2009 thru 2011

Bruce Renton	Dave Dekruyter
Dan Smith	Rhona Diamond
Linda Devlin	Roger Forester
Aaronette Howell	Geralynn Franks
Diana Mazur	Norm Gagnon
Randall Sharland	Mike Garza
Janet Tedrow	Ronald Hausch
Phillip Wertanen	Greg Haden
Carol Cox	Reginald Hines
Larry Nagy	Ernest Honke Jr
Deborah Peterson	Connie Hunter
Carol Clark	Michael Karjala
Donald Sullivan	Gary King
Phyliss Ivy	Sue Kiser
Bruce Robbins	David Komor
Mark Laniewicz	Cheryl KornakWilhelm
Karon Patton	Tim Manning
Robert Webster	Nicholas Maraska
Laurence Skillman	Jill Matherly
Pamela Vanderburg	Ed Melkonian
Craig Primeau	Helen Miller
Tiffani Howell	James Miller
Gary Akers	Walter Modelski
Dan Kieltyka	Karl Morrison
Deborah Bentley	Randall Parsley
James Cooper	James Powell
Louis Trongo	Sherri Quillian-
Joe Caruana Jr	Michalski
Denise Abass	Gary Sassak
John Andrayko	Irene Sly
Lena Block	Henry Strange
Tim Bowsher	Kathleen Tocco
Marene Brandel	Catherine Tondreau
Cindy Burke	Cherie Wagensomer
Joe Carrier	Pat Wagner
Gail Chandler	Susan Weatherford
Ray D'Aguanno	Carvin Wright

Retirees Report

Branch 2184 has been providing expanded retirement assistance ever since the Postal Service discontinued local retirement counseling. In the past three year term 75 members have retired and in excess of 150 members have been provided assistance by appointment or by phone. Since 2009 two early out retirements (VERA) were offered and a number of Disability Retirements were approved.

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.

Follow the below steps 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, in good standing, 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

TOP 10 WAYS TO GET YOUR JOB ADDED TO

1. Hang parcels in bags on mounted curbside boxes.
2. Work off the clock to get done quicker.
3. Jump over all fences and walk through flower gardens and bushes.
4. Throw your DPS in the case everyday.
5. Throw your house to house flyers in the case.
6. Refuse to fill out 3996's and 1571's when overtime is needed or mail is left behind.
7. Skip your lunch break.
8. Skip your 10-minute break.
9. Run your route.
10. Trust your supervisor and believe their estimate, after all, why would they lie to you.

Reprinted from Rochester Branch 210

HAPPY ST. PATRICK'S DAY

Allie Brothers Uniform Store

"Family Owned and Operated"

- ◆ Complete inventory of postal uniforms and shoes
- ◆ Friendly, expert service
- ◆ Tailor on premises
- ◆ Open Thursday until 8:00 p.m.

HOURS	
M, T, W, F	9:00 a.m. - 5:30 p.m.
Thursday	9:00 a.m. - 8:00 p.m.
Saturday	9:00 a.m. - 1:00 p.m.

- ◆ **WE GUARANTEE YOUR SATISFACTION**

1-248-477-4434

• 1-800-35-ALLIE

20295 MIDDLEBELT ROAD

LIVONIA, MI 48152

(3 blocks south of 8 mile)

www.alliebrothers.com

VP's Report

...AND THE 2011 COLCPE CONTEST WINNER IS: "US"

It is true! Branch 2184 won the 2011 NALC's 2011 COLCPE Contest, where branches of similar size were pitted against each other, challenging them to reach the highest rate of participation in the COLCPE GIMME 5 program. In our branch size of 451 or more members, we were pitted against the following branches: Branch 39 Indianapolis, Indiana, with a total of 1227 members, of which 7.66% of their members are giving to COLCPE via "GIMME 5;" Br. 27 Memphis, Tennessee, with a total of 1030 members of which 6.89% of their members are giving to COLCPE via "GIMME 5;" and Br. 25 Massachusetts NE Merged, with a total of 1067 members of which 6% of their members are giving to COLCPE via "GIMME 5."

Branch 2184 has 1133 members of which 9.18% of our members are giving to COLCPE via "GIMME 5." Since we had the highest percentage of COLCPE contributors of the branches in our group, we have won four \$100 gift cards, which will be awarded in a manner yet to be determined. A special thanks to Shop Steward Mike Tredway in

the Ypsilanti Post Office. Mike signed up as many as eleven members within his office and surrounding 2184 represented offices during the last few closing days of the contest. Another special thanks to Shop Steward Scott Watts out of the Lincoln Park PO, for his involvement in raising money for COLCPE.

Overall, 2011 was a good year for our branch in getting our members signed up for COLCPE. We still have a very long way to go in signing the other 90.82% of our members to COLCPE. With more than 19 pieces of legislation currently directed at letter carrier jobs, now more than ever is the time to get every letter carrier on board with COLCPE. For more info on current legislative matters that affect our jobs, please visit the national website at nalc.org,

In Unionism,
--Walt McGregory
Vice President

**Contribute on the web at
liteblue.usps.gov**



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

