



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

July/August 2016

**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:**

Sept 7th, 2016  
Oct 5th, 2016  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

Sept 15th, 2016  
Oct 12th, 2016  
(12:30 p.m. - Union Hall)

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## President's Report

### Picnic Palooza!

On Sunday June 26, approximately 350 Branch members and their family braved the hot temperatures and ventured out of the air conditioning to enjoy a day of fun in the sun at our annual Branch picnic. With the temperatures in the low 90's and the heat index in the 100's the water attractions as you can imagine were once again the hit of the party. The dunk tank, water slide - pool, and the jumbo inflatable slide with (assisted sprinkling) were standing room only. It was nice to see so many new members and their families at the picnic. By all accounts everyone had a great time, well that is except maybe for the grill masters, who worked the grill for the entire event! (For the record they never complained). Special guest Congresswoman Debbie Dingell stopped by to say hello, and to chat with our members and to wish us well. It was also nice to see Michigan State Association of Letter Carriers President Emeritus Dan Florkowski, who dropped by to check in to see how we were doing.

A picnic of this size could not happen if it were not for the many volunteers who helped out to make it possible. Special thanks as always go out to our volunteer team of members, stewards, and officers who battled the heat and humidity to make our Branch picnic a success. I would also like to thank Sam at Allie Brothers who once again sponsored the dunk tank, Bob Kreager and Brookfield Uniforms for the cotton candy machine, and last but not least Congresswoman Debbie Dingell who sponsored the popcorn machine. Planning for next year's Branch picnic is already under way: make a note that next year's picnic is tentatively scheduled, for Sunday June 25, 2017. See you there!

### Upcoming Events / Labor Day Parade

Our Branch along with the other NALC Branches in southeast Michigan and in conjunction with the Michigan State Association of Letter Carriers will once again be participating in the annual Detroit Labor

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### 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.....	Gregory Bodziak
.....	Bryon Hendricks (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
Dundee.....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (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.....	Heather Childers
.....	Bob Venning (alt)
.....	Kristie Nelson (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
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**

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## Presidents Report

Day Parade on Monday, September 5. All Branch members and their families are invited to participate. Details regarding the parade have yet to be determined, but this being an election year chances are good some national level candidates will be part of the parade. For more information as we get closer to the date, check your union board, ask your steward, or call the hall.

### MDA Canister Drive

Labor Day weekend is also the time of year for our annual canister drive for MDA. The Branch will continue its long tradition of having our stewards pass the canisters around in their respective offices the week leading into Labor Day. Last year the Labor Day canister drive raised \$3081.95, enough to send three kids to the MDA camp for a week. This year our goal is to send four! When our MDA volunteer and the canister get to your case, please make a contribution to help us reach our goal and to keep the tradition alive. For our retirees who also would like to participate, send your check made out to MDA and a note indicating what office you were from here to the union office and we will add it to your Installation's total. Remember your contributions are tax deductible and every little bit helps.

### Satchel Drive

September 11th, the second Sunday in September is the date for our Branch Satchel Drive for MDA. We are looking for volunteers to help us man or woman the street corners near and around the Branch office. Last year we were able to raise \$1,687 for this most worthy cause and our goal this year is simple, to raise at least one dollar more. If you would like to help and can spare a few hours call the office and let us know or see your steward for more details. We will be meeting at the union office at 10:30 and hitting the streets from 11:00am till 3:00pm please wear your uniform and bring your satchel!

## Scholarship Reminder

You still have time to apply for one of the four \$500 Branch 2184 scholarships. All applications must be received at the Union office by September 26, 2016. Applicants must be a high school or GED graduate, who is currently enrolled or planning on enrolling or attending college or a technical school in the fall. For further information please see the application in this month's "Speaks". If you have any questions please see your steward or call the office.

I hope you and your families have a wonderful and safe Labor Day!

-- Mark Judd  
President

## EVP's Report

### Overtime in Disguise of a Pivot

Recently, the branch office took a phone call from a non-ODL carrier working in one of our Branch 2184 represented offices, alleging that management had given him a 30-minute "pivot" by claiming that his route was 30 minutes under 8 hours for that day. The carrier took the 30-minute pivot along with his regular 8-hour assignment and worked a total of 8.57 units for the day. The carrier never called back and informed management that he couldn't do the pivot and his regular assignment and be back within 8 hours.

The next day, the carrier asked to see a steward and filed a grievance for being forced to work the overtime in lieu of available auxiliary assistance.

The M-41 Handbook (City Delivery Carriers Duties and Responsibilities) states in part:

#### 131.4 Reporting Requirements

**131.41** It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete de-

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**Presidents Report**

livery of all mail.

**131.42** Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

**131.43** Complete applicable items on Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.

Again, the carrier failed to inform management in the A.M., or call back from the field to let management know that he wasn't going to be able to complete his assignment in 8 hours. We do have to give management an opportunity to manage.

Although the carrier failed to follow these reporting requirements, the union was still successful with the grievance only because the union was able to show through management's own A.M. projections on the carriers own route that he was projected to only be 11 minutes under and not 30 minutes as the A.M. supervisor had indicated to the carrier. Thus, the union was able to show that the non-ODL carrier should not have been given a 30 minute pivot to begin with, as 19 minutes of the 30 minute pivot would have been projected as overtime work.

Always cover yourself and fill out the PS Form 3996 in the morning if you believe that you can't perform your assignment in 8 hours. This is also applicable to carriers on the Overtime Desired List. Just because you are on an overtime list doesn't guarantee that you will have authorized overtime every day, or even on any given day.

**Special Route Inspections**

Whether your office has recently gone through the CDRAAP process, the review process, or you have just had an increase in mail volume and Amazon packages, you have the right to request a special route inspection.

The M-39 handbook (Management of Delivery Services), chapter 2 states in part:

**271 G**

If over any six consecutive week periods (when work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of three days or more in each week during this period, the regular carrier assigned to such a route shall, upon request, receive a special mail count and inspection within four weeks of the request. The month of December must be excluded from consideration when determining a six consecutive week period. However, if a period of overtime and/or auxiliary assistance begins in November, and continues into January, then January is considered to be a consecutive period even though December is omitted. A new consecutive week period is not begun.

For more information about a Special Route Inspection, see your shop steward and/or call the Branch 2184 office at 313 295 1640 to get a 271G Special route Inspection request form.

**CCA Uniform Bank**

The Postal Service is hiring new CCAs daily. Stewards, please make sure that you are approaching our new Union brothers and sisters and letting them know about our CCA Uniform Bank at the Branch 2184 office. What better way to make a new CCA feel like they belong.

We always need all of our active and retired carriers to donate those slightly used uniforms and gear to the CCA uniform bank. Retirees can stop by the union office any day of the week and have a cup of coffee or bottle of water or pop with one or more of the branch officers while dropping off your uniform donation. Active carriers can just bring in the uniforms to your office and give to your shop steward. He or she will make sure to bring the clothes over to the hall. If it is your nonscheduled day, bring the uniforms over to the union office yourself and say hello to the officers that day. We thank everyone who has participated thus far and has made our Uniform Bank a success. Let's keep it going!

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## LCPF

Although we are in the summer months and there have not been any branch meetings in a couple of months, we still need the stewards and officers signing carriers up for our Letter Carrier Political Fund (LCPF). We are asking that all active carriers participate by giving at least \$5 a pay period through one of your 3 allotments via Postal Ease. You can also contribute directly from your bank account if that is more convenient. That equals \$130 a year. Retirees, you can contribute directly from your annuity or Direct bank Withdrawal. For more details on how you can contribute to LCPF, contact the branch 2184 office at 313 295 1640 Monday thru Friday as early as 7am and as late as 7pm. An officer will be happy to assist you. **The job you save just may be your own.**

Everyone contributing to LCPF will also see their name in the next *Branch 2184 Speaks*.

## Safety

As summer is coming to an end in Michigan, remember that we are still experiencing some extremely hot days. Stay hydrated while performing your letter carrier duties. If management is giving you a hard time about the time that it is taking you when it is extremely hot outside, let them know that you want to work safely and not overheat. That should get them to back off. If they persist, please ask to see your shop steward immediately. Your steward can file a Safety and Health grievance (Article 14) that can go directly to Formal Step A of the grievance process for the parties to hear because of the seriousness of the alleged violation.

We want you to return to your families the same way you came to work - safely.

-- *Walt McGregory*  
Executive Vice President

# VP's Report

## A "Demonstrated" Fraud

During my active letter carrier days there was a particularly obnoxious supervisor that would sometimes show up on my route, always asking the same question, "When are you going to be back?" No matter how many times he asked, I always had the same answer – "When I'm done."

Now to some that might come across as a smart-alecky response, but in fact it was (and still is) the only possible truthful answer to that question. Humans have evolved to possess many well-defined abilities, but we do not have the capability of accurately foretelling the future, even that occurring during the next few seconds. The not so subtle intent of questions such as these is to get letter carriers to "box themselves in" by establishing a time value that they will feel compelled to meet, regardless of what else occurs during the remainder of the work day.

Additionally, there is the also not so subtle human tendency to answer questions such as these by providing an answer that we think the other person wants to hear, especially if it is a so-called "authority" figure. The Postal Service itself has long been characterized by an authoritarian, top down managing philosophy, predicated entirely on childish distrust and a pervasive game-playing mentality. This kind of management style is badly outdated and its effectiveness has been thoroughly discredited. However, the Postal Service still clings to it like a badly fitted suit.

Central to this highly flawed approach is a simplistic and equally discredited methodology for evaluating and assigning work. Computer generated data such as DOIS (think garbage in, garbage out) is actually completely useless for purposes of realistically assessing workload and projected time values. However, it is a great tool to use for the purposes of mindless, bullying intimidation of letter carriers. Hence, Postal Service's ongoing and tawdry love

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**VP's Report**

affair with such computerized crap. Who needs to actually think and plan when you can just incessantly badger letter carriers with numerical fantasy figures?

A core aspect of this misguided Postal management nonsense is yet another one of their made up and non-contractual mind games that they refer to as "demonstrated ability" or "demonstrated performance." Either way, it is very much a well-demonstrated FRAUD. It is based on two exceptionally misguided, even clueless presumptions. The first is a disrespectful and demeaning presumption that letter carriers are not actually human beings but instead are robotized non-beings that will function in exactly the same manner each day. The second and even more misguided presumption is that every work day for every letter carrier is essentially identical to every other work day.

The preposterous nature of these presumptions is of course self-evident to Postal Service employees that actually have real jobs, otherwise known as letter carriers. There are hundreds, even thousands of daily variables that impact letter carrier duties; none of which can be accurately quantified by computer based algorithms. During an active letter carrier career of more than 36 years I never experienced any two days that were even close to being identical.

### **Management's Dirty Little Not-So Secret**

So why would any employer choose to evaluate and project daily workload on such obviously imprecise data? The answer is both clear and simple – because in all too many instances it works for them, by means of using it for intimidation and bullying. USPS management knows that there is at least 50 minutes of non-delivery time (30 minutes for lunch and two 10-minute breaks) that is part of each assignment's scheduled street time, and they see this time as a buffer to make their bogus projections work. In fact, they count on letter carriers working through their breaks and even working through some

or all of their unpaid lunch time in order to meet contrived workload projections. Unfortunately, all too often that is exactly what occurs.

However, this daily management game and their accompanying attempts at bullying and intimidation are really quite easy to shut down - permanently. Merely perform ALL of your work duties each day in the manner of a professional letter carrier, in a safe, sane, efficient, and always under control manner. Our labor contract and accompanying work rules and regulations – as well as your Union, provides all of the information and support necessary to accomplish this. Postal management's greatest nightmare is any letter carrier that actually knows and practices the rules and proper procedures for the safe and accurate performance of his or her job.

**Always remember that is the letter carrier who is the sole determinant of the time that is actually necessary to complete each day's duties – not management.** A letter carrier's ability is actually "demonstrated" EACH DAY. It takes what it takes, no more and no less, day in and day out. Management will always make their meaningless threats and will very likely continue engage in bullying behavior, but they will not be able to successfully discipline any letter carrier that is working "by the book."

Best of all, by working each day in a safe, efficient, and professional manner, you will be projecting a positive image for the Postal Service as well as minimizing the risk of accidents, injuries, and delivery errors. You will also minimize daily stress and help to ensure that you will be able to perform the physically demanding job of a letter carrier over the long haul. This job is not a sprint – it's a marathon. Numbers-obsessed supervisors come and go. It's your life, and your job. It's also a matter of self-respect and self-engagement. **You own your daily work**, not your supervisor or anyone in management. Perform your duties in a manner that will always make you proud of the one person that matters the most – the man or woman in your mirror.

-- Joe Golonka  
Vice President









## **Branch 2184 Web Site** **[www.nalc2184.org](http://www.nalc2184.org)**

Retirement Publications  
10WCP Information  
Branch Calendar  
"FMLA" forms  
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

### **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.



# Branch 2184 2016 Scholarship Application

## Qualifications:

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

**\*\* TO BE ELIGIBLE TO APPLY FOR THIS SCHOLARSHIP YOU MUST BE ENROLLED IN OR ENTERING AN ELIGIBLE SCHOOL FULL OR PART-TIME IN THE FALL OF 2016.**

## Awards:

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

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

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

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

**Applications  
Must be Received by  
SEPTEMBER 26, 2016**

# **Kim Region 6 Report**

## **Kentucky -- Indiana -- Michigan**

### **NATIONAL BUSINESS AGENT'S REPORT**

**June 2016**

**Patrick C. Carroll**

#### **NALC Executive Council Endorses Hillary Clinton**

On Wednesday evening, June 8, 2016, President Rolando convened the NALC Executive Council via telecom to discuss the political agenda for the upcoming Presidential election for the United States. As a result of Senator Clinton receiving the Democratic nomination the day prior, it was now time for the Executive Council to act on this most vital national Presidential election process. Although we had two very fine Democratic candidates in Senator Clinton and Sanders running for the position, the nod went to Senator Clinton and now we must all work to see that Hillary Clinton becomes the next President of the United States.

Let me say this. Senator Bernie Sanders has been a staunch supporter of letter carrier and worker issues, and for that we will continue to give him and many of his ideas great credence and opportunity for growth. Politics can sometimes be a difficult and ugly game, but in this instance, the feeling is Senator Clinton has the best chance to defeat Trump and that is the ultimate goal for the NALC and the American labor movement.

It is now time for all workers to unite and support Senator Hillary Clinton with their vote in the November 8 Presidential election. The alternative (Trump) would be devastating to the American labor movement and the NALC. I have enclosed the NALC Executive Council written endorsement of Senator Clinton for your review.

#### **Contract Negotiations**

Negotiations for the new collective bargaining agreement were extended beyond the May 20 deadline because of the progress that had been made between the USPS and the NALC in prior weeks of negotiations. That is a positive sign. It is uncertain as of this writing how this contract will be resolved but consideration is given by both sides as to the outcome of the APWU Interest Arbitration award which should be rendered soon.

In any event, NALC is prepared for a negotiated settlement, or if necessary, an arbitration award in an effort to obtain the best possible contract terms for ALL letter carriers. If a negotiated settlement is reached, each NALC member will have a chance to vote on ratification of the contract terms thru a mail ballot ratification process.

**In Unionism**

**Patrick C. Carroll**

*National Business Agent*

43456 Mound Road, Suite 501

Sterling Heights, MI 48314

Office: 586-997-9917 Fax: 586-997-991

Fredric Rolando, president of the National Association of Letter Carriers (NALC), released the following statement regarding the NALC Executive Council's endorsement of Hillary Clinton for president of the United States:

Following a tremendously hard-fought primary process, NALC is proud to endorse former Secretary of State Hillary Clinton to serve as the next president of the United States.

Secretary Clinton has a long history of supporting the issues most important to letter carriers—a strong Postal Service, collective-bargaining rights for postal employees and decent pay and benefits for all American workers. She has been a friend of NALC since her first meeting with us in 1994.

Former Sen. Clinton was among the first in the Senate to support legislation to prohibit the contracting out of letter carrier jobs to low-wage private contractors, a bill that helped us stop the practice in 2006. She has defended six-day delivery, supported federal employees and was an original co-sponsor of the Employee Free Choice Act.

NALC is proud to once again stand with Hillary, just as it did when she ran for president in 2008.

This year, we had the good fortune of seeing two tremendous champions of letter carriers compete for the Democratic Party's nomination for president. In fact, both have been made honorary members of the NALC by delegates to our national conventions. As I informed our members in March, based on the issue surveys we sent to both parties' candidates and the polls we conducted among our 280,000 members and activists, both Secretary Clinton and Sen. Bernie Sanders earned our support. Out of respect for both candidates and the passionate supporters each has in our union, we decided not to endorse either until the primary process produced a nominee. That has now happened.

We commend Sen. Sanders—who also is a long-time friend and a fierce advocate for letter carriers in Congress—for running a fantastic campaign. The energy and passion that he brings to politics have ignited a national conversation and moved the needle in our national debates about inequality, wage stagnation and the power of corporate interests in our democracy. NALC intends to continue fighting alongside Sen. Sanders to strengthen our employer, our political system and our country.

This endorsement was not a difficult one to make, given the two choices before us. Leaving aside his anti-worker record as an employer, his dishonesty and erratic temperament, and the bigotry and sexism he has demonstrated as a candidate, Donald Trump showed blatant disrespect to America's letter carriers. In our endorsement process, he not only failed to answer our candidate questionnaire, he would not even acknowledge receiving it. Hillary Clinton, on the other hand, has demonstrated her commitment to letter carriers and has dedicated her entire life to public service. Few candidates have ever been better prepared for the Oval Office.

There is a lot at stake on Tuesday, Nov. 8—for our country, our jobs and our families. Starting in the key battle ground states of Pennsylvania, Ohio, Florida, Wisconsin and Nevada, NALC and America's letter carriers are ready to unite behind Hillary Clinton to make this great country even greater



# Letter Carrier Political Fund Contributors

## Belleville

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

## Dearborn Main

- ✓ James Bryan
- ✓ 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
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Mark Judd
- ✓ Thomas Klecha
- ✓ Roderick Leletal (R)
- ✓ Melvin MacDonald
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Karen Regentik (R)
  - ✓ Darren Smith
  - ✓ Jerry Taylor
- ✓ Cathy Tondreau (R)
  - ✓ Steven White

## Dearborn Heights

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

## Dundee

- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Virginia McNew
- ✓ Mary Renaud
- ✓ Gloria Warthen

## Inkster

- Phil Ashford
- ✓ Thad Dillard
- ✓ Scherrie Lacey
- ✓ Roy McMahan
- Calvin Simmons (R)

## Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald
  - ✓ Paula Hall
- ✓ Ronald Hausch (R)
- 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
- ✓ Janice Mitchum
- ✓ Valerie Watkins

## Plymouth

- ✓ Heather Childers
- ✓ James Crossey (R)
- ✓ Mary Ferrari (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)
- ✓ Irene Sly (R)
- ✓ Michele Szafran
- Jeanie Youtsey

## Temperance

- ✓ Kari McLachlin

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwenn Heffinger (R)
- ✓ Casey Pennington

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Lori Boljesic
- ✓ Dawnyelle Coure
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
- Katrina Jones
- David Lehman (R)
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ Edward Sikora (R)
  - ✓ Vina Stacy
- ✓ Carol Thornton

## Canton

- ✓ Joe Golonka (R)
- ✓ Bonnie Price (R)
- ✓ Samantha Hales
- ✓ Calvin Winbush

## Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
  - ✓ Alan Grajczyk
  - ✓ Tanisha Payne
- ✓ Larry Rowland (R)
  - ✓ Randall Sano
- ✓ Michael Tredway



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

R - Indicates retired members.

# GIMME 5



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## Branch Uniform Bank Now Open!

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

Thank you to **Tim Manning** (Lincoln Park retired), **Jesse Madrigal** (Dearborn Annex retired), **Larry Rowland** (Ypsilanti retired), **Dave Rowland** (Ypsilanti retired), **Lynn Taylor** (Belleville retired), **Mel MacDonald** (Dearborn Annex), **Karen Purvis** (Lincoln Park) for their donations.

Lets make our new members feel welcome.

For more information call  
313-295-1640

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## Contract Corner:

**Q: Management conducted an office count on me then walked with me all day on my route. Don't they have to give me advance notice of this?**

**A:** Management is required to provide at least one day's advance notice prior to doing an office count on a letter carrier, per the provisions of the M-39 Handbook (Management of Delivery Services) section 141.2. The count of the mail as well as other office functions performed by the carrier must be recorded on Form 1838-C. Additionally, the carrier being counted has the right upon request to verify management's count of the mail (the entire count, not just a spot check). Management must also discuss the results of the office count with the carrier and must also provide a copy of the completed Form 1838 to him or her. Repeated office counts on the same letter carrier can potentially be documented as a form of harassment from management, especially

if management subsequently fails to discuss the results with him or her or provide the carrier with copies.

Management is NOT required to provide advance notice prior to conducting a street inspection (form 3999) on a letter carrier route. During such an inspection a letter carrier should merely do their assignment in the exact same manner as any other day. The supervisor should not be giving instructions or interfering with the carrier's work, except to immediately intervene and correct an unsafe work practice if this is observed. Finally, neither one-day office counts nor one-day street inspections can be used as the sole basis for adjusting any letter carrier assignment's office or street time, or for purposes of making a territorial adjustment (adding and/or subtracting deliveries) to that carrier's assignment.

**Q: I was injured on the job and could not work for a few weeks. Management told me that I could not receive Continuation of Pay until it was "approved." Was this right?**

**A:** Management seriously misinformed you. Letter



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**Robert Kreager**

Branch 2184 Retired

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carriers that incur job-related traumatic injuries (those that occur suddenly such as a dog bite or a fall or that develop entirely during a single day of work) should immediately request and complete U.S. Department of Labor Office of Workers Compensation (OWCP) form CA-1 and check box (a) on line 15 of the CA-1. This notifies management that you have requested Continuation of Pay (COP) for any periods of disability from work for a period of up to 45 calendar days. Continuation of Pay means just that – the continuation of the injured employee’s regular pay. To be eligible for COP, the injured carrier must complete and submit OWCP form CA-1 within 30 days of the injury (always do this immediately) and must provide medical evidence of disability from letter carrier duties within 10 calendar days of the submission of the CA-1.

**Of utmost importance, there is nothing within the Federal Employee’s Compensation Act (FECA) or OWCP’s regulations for administering the FECA that allows Postal Service management to withhold or delay payment of COP to any injured employee pending OWCP’s approval of the claim or pending some internal “approval” of the COP by some USPS local or district level entity.**

Of significance, about 95% of all traumatic injury claims filed by Branch 2184 members are immediately approved by OWCP “right out of the gate.” Even the few that are denied because of issues with medical documentation or establishing fact of injury are usually subsequently approved after appeal rights are exercised.

**Be aware that even if management controverts (challenges) the claim, COP must still be paid except in a few rare and limited situations,** such as if the injury occurred outside of Postal Employment, or was not reported and documented within the time constraints referenced above, or was the result of willful misconduct by the employee. Additionally, any management attempt to exclude payment of COP allegedly because of one of these uncommon situations exists must be fully documented and supported by actual evidence and not

merely by an arbitrary or fanciful “suspicion or belief” by management.

Finally, because of a partisan political attack on Postal Service employees that was inserted into Postal reform legislation in 2006, there is a 3-day “waiting period” before COP actually begins, during which sick leave, annual leave, or leave without pay can be used as chosen by the injured employee. This “waiting period” applies only to USPS employees and will be discussed in greater detail in a future Contract Corner Q and A.

**Q: I was told that a Postal vehicle is exempt from local parking restrictions and that we can park our USPS vehicle wherever it is most convenient. Is this true?**

**A:** No, that is not true. The M-41 Handbook (City Carrier Duties and Responsibilities) section 812.2 clearly and directly states: **“Observe all traffic regulations prescribed by law. Rules applying to the public also apply to operators of Postal vehicles.”** Letter carriers are in fact required to obey all State and local traffic laws including all parking rules and restrictions while operating a Postal vehicle. An all too common myth is that some traffic rules don’t apply to those delivering mail. **However, all traffic regulations apply at all times, and driving a postal vehicle conveys no special privilege or immunity whatsoever from traffic law enforcement.**

In some instances businesses and other Postal customers may provide specific permission for letter carriers to park in certain locations that are otherwise unavailable to the general public. If such permission is granted, it should be in writing and clearly known to all those delivering that particular assignment. Absent such permission, under no circumstances does a letter carrier have the unilateral authority to park a Postal vehicle wherever he/she deems as most convenient if parking is otherwise prohibited at that location. In some instances existing parking restrictions will mean that a letter carrier must walk further to make deliveries. However, the time necessary to do so is part of the time used to evaluate that assign-

# 2016 Branch Picnic



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