

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 2024

President's Report

BRANCH APPOINTMENTS

Brother Phil Ashford Jr. has stepped down from his position as SGT @ Arms for personal family reasons. Thanks brother "Philly" Phil Ashford Jr. for your years of dedication and service for Branch 2184 as an officer.

I have appointed Lincoln Park carrier and longtime Branch 2184 Activist Paula Hall, to the position of SGT @ Arms, to finish the term of office vacated by brother "Philly" Phil Ashford Jr.

RETIREES CELEBRATION

On Sunday March 10th, 2024, about forty Branch 2184 Retirees, their loved ones and friends came out and celebrated at the Prestige, located in Allen Park Michigan. We had Special Guest Speaker NALC Director of City Delivery Chris Jackson and Region 6 NBA David Mudd, address our retirees at our second Annual Retirees celebration. Brother Chris Jackson swore in the Branch 2184 officers for the 2024-2026 term of office. Michigan State Association of Letter Carriers President Carl Blassingame attended the event as well. NALC Branch 654 President Clarence Blaze and Branch 654 Vice President Susan Langolf also were in attendance to help us celebrate our retirees. A special thanks to the Retirees Committee members that helped put together the event, Branch Vice President Darryl Clay (Chairperson), EVP Jackie McGregory, committee member, Branch Trustee, Dave Reise, committee member and Recording Secretary Katrina Jones, committee member, Jillian Hudgins (helper). Mutual Benefits Representative Erik Venzke assisted the Retiree Committee at the celebration as well. Plaques were given out, door prizes were given, there was a 50/50 raffle. Brother Chris Jackson also made a special presentation to brother Lawrence Skillman, a retiree out of our Lincoln Park office, who was presented with his 50 Year Gold Membership Card, a Plaque Letter from NALC President Brian Renfroe and a 50 Year NALC pin. We had a wonderful time with each other and we shared so many memories of working together and past union picnics together. Thanks to all the active branch members that came out, paid the \$40.00 per ticket and shared their Sunday

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Branch 2184

Western Wayne County, MI
National Association
of Letter Carriers

AFL - CIO

6969 Monroe

Taylor, MI 48180-1815

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E-Mail:

NALC2184@sbcglobal.net

Web Site www.nalc2184.org

Office Hours:

9:00 a.m. - 5:00 p.m.

Monday through Friday

Calendar

Branch Meetings:

May 1st, 2024

June 5th, 2024

(7:30 p.m. - Union Hall)

Retirees Meetings

April 11th, 2024

May 9th, 2024

(12:30 p.m. - Union Hall)

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Officers

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

Branch Contract Administration Unit

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



Branch 2184 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

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

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Presidents Report

with the Branch retirees. I can't wait until next year's Retiree Celebration.

SOS | GRADUATES

The Branch sent seven of your contract enforcers to School of Stewards training put on by the regional office at Branch 4374 on March 26th, 2024 through March 29th, 2024. Ypsilanti Steward Ashley Seper, Plymouth Steward Dan Marek, Rockwood Steward Courtney Duran, Dearborn Heights Steward Chanel Harrison, Northville Steward Jennifer Rake and Dearborn Annex Steward Jillian Hudgins all attended the training. All seven of the branch stewards successfully completed the course.

NATIONAL CONVENTION

Convention delegates will receive a letter in the mail within the next few months from me regarding all the details and responsibilities of Delegates attending the Boston Convention August 5th, 2024 through August 9th, 2024.

SAVE THE DATE FOR YOUR PICNIC

Sunday, June 23th, 2024, your branch will be putting on our annual branch picnic on the union hall grounds at 6969 Monroe BLVD, Taylor, MI 48180. There will be fun games, pony rides, waterslides, good food and good union brothers and sisters coming together to have a great time.

BRANCH 2184 FACEBOOK PAG

As of 3/27/2024, there are 217 members. The page is growing daily. If you are on Facebook, please search for our page. You have to answer a few questions like who is your steward(s) and what building do you work out of or retired from and you will be approved. There is up to date information to what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates.

-- *Walt McGregory*
President



EVP's Report

EVP REPORT COMMITTEE OF PRESIDENTS (COP)

I had the privilege of attending the Committee of Presidents meeting in Jacksonville, Florida, March 03, 04, 2024 in the absence of President Walt McGregory who had an arbitration hearing scheduled during this time frame. NALC President Brian Renfroe attended this event as well. President Renfroe was pressed by many Presidents from around the country about why there are over 5000 grievances pending arbitration and 13,000 grievances backed up at Step B around the country. The issue of management not paying or delayed payment of back pay came up, which is a problem in our branch. President Renfroe didn't give an answer on how NALC plans on fixing this ongoing issue around the country and in our branch. For now, we will continue to utilize Article 15 (Non-Compliance) grievances to address this delay in paying our members what is due to them with backpay from grievance settlements at all four levels of the grievance procedure.

President Renfroe announced that the NALC and

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the USPS had selected Arbitrator Dennis R. Nolan to serve as the neutral chair of a three-person interest arbitration panel to set the terms of a new National Agreement between the NALC and the Postal Service.

Branch Presidents across the country brought the issue of Continuation of Pay (COP) not being paid around the country timely and in some instances, not at all. President Renfroe told the presidents to continue to use the grievance procedure when this occurs.

I got a chance to network with other President contract enforcers from around the country. I shared in our branch's success with other branch Presidents in enforcing our National Contract on behalf of Branch 2184 members. I got some pointers from other branch Presidents with their success in representing their membership against management abuse as well.

I got an opportunity to march in the Enough is Enough rally put together by the local NALC Branch 53, to put the word out to the public and news about Letter Carrier Assaults and robberies while out on our routes. NALC leaders from across the country marched in the rally on Sunday March 3rd, 2024.

As news or updates on our contract come from NALC headquarters, we will keep the membership informed via our Facebook site and this newsletter.

EAP

April is EAP month. This is a negotiated benefit that is covered under Article 35 of our National Agreement. EAP is the Employee Assistance Program that is free, voluntary and confidential service to help USPS employees overcome challenges affecting their physical and mental health, family life and job performance. EAP assistance is available 24 hours a day 7 days a week. If you are having problems with work stress, family/parenting issues, relationship problems, anxiety or depression, anger management, debt management, and alcohol/drug addiction EAP might just be able to help you. If you need

help, just make the call 1-800-327-4968.

Branch Picnic

The months are going by fast, we are already in the month of April. We are just around the corner for our annual Picnic on June 23, 2024, the event will be held on the branch grounds beginning at 12:00 noon. All branch 2184 members and their families are welcome to come out and enjoy the festivities. More information will be available on the Branch 2184 Facebook page and in the Branch 2184 newsletter as we get closer to the event day.

--*Jacqueline McGregory*
Executive Vice President

VP's Report

Happy New Year Brothers and Sisters! I hope you all had a wonderful beginning to 2024!

Last year around this time, my office, Dearborn Main, entered into the TIREAP process. Guess what!! A year later we are still in it. Actually, we are just going through the adjustment consultations. This step is a review of the 60-day review period. Ideally it would have taken place a week or two after the 60-day period. Our district was so gun ho on completing as many zones as they could before the M-01983, TIREAP memo expired, that they did too many offices at once. If you have been through this process, I hope your experience was better than mines at the Dearborn Main office!

Well, here we are with an extension in the process. If your zone is included in the upcoming TIREAP process, it is very important to take notes of everything you do during your live week and working professionally at all times is a must. Remember, you may not see your supervisor, but they are there with the SCANNERS we have now.

Stay safe and stay smart!

The CCA uniform bank is open. CCA's call the hall and set up a time to come and shop till you drop.

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Only requirement is that you have worked at least 6 weeks in one of our Branch 2184 Post Offices. If you have shopped at our uniform bank and the clothes don't fit anymore, bring those clothes back and donate them and get some more.

Our Branch Retiree Celebration was a success. We had over 40 of retirees along with their family/friends come out and celebrate with us on March 10, 2024. We had special guests in attendance as well. Branch 654 President Clarence Blaze and his Vice President Susan Langolf was in attendance, as well as MISALC President Carl Blassingame, Region 6 NBA David Mudd and all the way from NALC Headquarters Director of City Delivery Chris Jackson. Everyone had a wonderful time; Branch 2184 President Walt McGregory and your Branch officers were sworn in by Chris Jackson for another three-year term of office. We would like to thank everyone for their contribution in making this years Retiree Celebration a success. We look forward to doing it again next year!

Stay say and be well!

--Darryl Clay

Vice President



Recording Secretary

First, I would like to take the opportunity to thank each and everyone of you who entrusted me with your vote to become your Recording Secretary. Again, thank you all.

Our 32nd annual Food Drive is fast approaching us. As you know, our carriers could always use a helping hand. So, if you're not busy on Saturday, May 11th, 2024 of this year, contact your local post office Food Drive Coordinator to see where you can help out. If you have a brother or sister, niece or nephew, ask if they could come out and be part of the Food Drive. Retirees are always welcome to come out and assist in any capacity that you are able. If you have pre-teen or teenage children or grandchildren, they can start building that high school community service credit they may need to graduate. Let's make this day of giving back fun for all.

Finally, carrier keep your head on a swivel. Please pay attention to your immediate surroundings. Whether it has four legs or two legs, there is danger out there on our routes. Stay alert and stay safe!

--Katrina Jones

Recording Secretary

Attend Your Branch Meetings

Next Branch Meeting

May 1st, 2024

7:30 pm @ Union Hall

Next Retirees Meeting

May 9th, 2024

12:30 pm @ Union Hall



Retirees Officer

Attention ALL Branch 2184 Retired Members

You are cordially invited to attend our next Retiree Meeting, taking place on THURSDAY, APRIL 11 beginning at 12:30 P.M. at the Branch 2184 office, 6969 Monroe Blvd in Taylor.

We will have food and refreshments, and DETROIT TIGERS Baseball on the TV as they play the Texas Rangers - along with good conversation, trivia, and lots of Union Solidarity.

Updates will also be provided concerning any and all Retirement-related issues.

--Scott Watts, Branch 2184 Retiree Officer



May 12th 2024

Retirement Counseling

If you are planning on retiring from the USPS, Branch 2184 is offering Retirement Counseling Assistance. Our Branch 2184 Retirees Officer will have a one-on-one with you on the phone and will answer questions and assist in filling out your retirement papers.

It is recommended that you order your Blue book at least 90 days in advance of your retirement date.

After you get your blue book contact the branch office so we can help you fill out the proper forms and schedule your HR Shared Services retirement counseling appointment.

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NALC Director of City Delivery Christopher Jackson and Region 6 National Business Agent David Mudd along with Branch 2184 President Walt Gregory were guest speakers at the Branch 2184 Retirees Celebration Dinner



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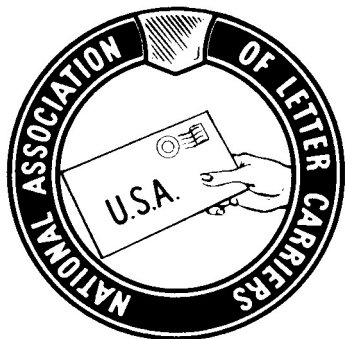
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ATTENTION BRANCH 2184 MEMBERS

NALC Region 6 Retirement expert Robbie Gardiner, in conjunction with Branch 2184 Retiree Officer Scott Watts and assisted by other Branch 2184 officers will be conducting a Comprehensive Retirement Seminar for all interested Branch 2184 members.

The Seminar will take place on Sunday, April 28, 2024 beginning at 2:00 P.M. at the Branch 2184 Union office at:

6969 Monroe St.

Taylor, MI 48180

The Seminar will be open to ALL Branch 2184 members, and we STRONGLY encourage anyone that is considering or already planning to Retire in the next 5 to 10 years to attend!

Refreshments Will Be Served

Please notify the Branch 2184 Union Office at (313) 295-1640 if you plan to attend, so that we have an approximate head count for materials. See you on April 28!

Contract Corner:

Contract Corner

"Deems Desired"

We continue to receive frequent reports of our members being told that they have been placed on a so-called "Deems Desired List." **Simply put, there is no such contractually legitimate thing as a "Deems Desired List."** There is something known as "Restricted Sick Leave," per the provisions of the Employee and Labor Relations Manual (ELM) 513.391, but that procedure, which requires a series of steps that take a minimum of 9 months to properly complete, is NOT and has nothing to do with what management refers to as "deems desired." What management is attempting to do with "deems desired" is simply to circumvent the existing restricted sick leave requirements and procedures by use of an option in the eRMS absence reporting procedures.

"Deems Desired" has its genesis in language that is found in ELM 513.361, where management can request medical documentation or other acceptable evidence of incapacitation "for the protection of the interest of the Postal Service." However, per a USPS letter to the Union (M-01597 in the NALC Materials Reference System or MRS), **such requests must be made on a case-by-case basis.** Creation of a "list" is tantamount to placing a carrier on restricted sick leave without following the procedures required by ELM 513.391. Thus, any verbal or written notification from management to a Branch 2184 letter carrier that they have been placed on a "Deems Desired List" is a clear Contract violation and it must be responded to through the grievance procedure, the first time and every time.

Additionally, the most effective way for a letter carrier to respond to any documentation demand for a sick leave absence of three scheduled workdays or less **is to make management pay** for deliberately inconveniencing you. This is done by immediately requesting to meet with your steward after returning to work and initiating a grievance. Grievance remedy should include but is not limited to out-of-pocket costs incurred such as copays and mileage. Also keep in mind that grievances themselves cost management time and money. So, do not ever allow management to get away with making arbitrary and capricious documentation demands for sick leave absences. **Make them pay, the first time and every time!**

Continuation of Pay (COP) and the 3-day "Waiting Period"

Postal Service employees that sustain job-related traumatic injuries are protected by the provisions of the Federal Employees Compensation Act (FECA). A traumatic injury by definition occurs with a single incident, or in some instances a medical condition that occurs or develops within a single day's tour of work duty. Common examples are slip, trip, and fall injuries and dog bites. Such injuries are reported by utilizing the United States Department of Labor's Office of Workers Compensation Programs (OWCP) form CA-1, which includes the provisions for Continuation of Pay (COP). Although regulations pertaining to the FECA are applicable to Postal Service as well as to other non-military Federal employees, an amendment to a separate law, the Postal Accountability and Enhancement Act (PAEA) of 2006, imposed a three-day waiting period for Continuation of Pay **that applies only to injured USPS employees.**

As soon as possible after sustaining a job-related traumatic injury a letter carrier should go OWCP's ECOMP portal online and complete OWCP form CA-1. While doing so, they should always check "Continuation of Pay" on line 15. If unable to work because of the injury, the carrier should also provide medical documentation in order to have their regular postal pay continued for a period of up to 45 calendar days from the date that work loss begins. **For the first three calendar days after the injury, a USPS employee has the option of using sick leave, annual leave, or leave without pay (or any combination thereof).** This is the "waiting period" imposed by the PAEA. Beginning on day four after work loss begins, management is required continue the employee's regular pay (not using their leave) for up to 45 calendar days.

If the period of work loss due to the injury exceeds 14 days, the first three days (the "waiting period") can be changed to COP and any sick or annual leave previously used during that period should be restored to the employee's balances. Although it can be argued that management should automatically make this pay adjustment without being prompted to by the injured employee or the union, management seldom ever does the right thing. Thus, it is advisable to notify management both verbally and in writing of a request to convert the first three days to COP whenever this becomes appropriate. In this manner the re-

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quest is documented and if necessary, can be used in a grievance to show that management was made aware.

The Requirement for a Weekly "8-Hour Day"

Fulltime regular letter carriers are often told by management that they must "have their 8-hour day today." Some have asked "what exactly does that mean?" Article 8.5.F of the National Agreement states in part, that "Excluding December, no full-time regular employee will be required to work overtime on more than four (4) of the employee's five (5) regularly scheduled days in a service week." Article 8.4.D provides that "Penalty overtime will be paid to full-time regular employees for any overtime work in contravention of the restrictions in 8.5.F."

Overtime work must be assigned by management in a manner that is consistent with ALL of the provisions of Article 8. Management's desire to avoid the payment of penalty overtime cannot supersede other existing contractual requirements, some of which require certain letter carriers such as those on the Overtime Desired List to be utilized at the penalty overtime rate under certain circumstances, such as those defined in the provisions of Article 8, section 5.D. Also keep in mind that penalty overtime itself is first and foremost a pay rule, not an assignment of work rule. Articles 8.4.D and 8.5.F of the Contract define the specific circumstances under which this pay rule must be applied.

When the applicable Contractual provisions are read together, this means that management should avoid assigning full-time regular carriers to work overtime on all five regularly scheduled days of a service week. If this does occur, then the "penalty" is a higher pay rate for any overtime worked on the fifth day. Thus, although management can and often does try to avoid the payment of penalty overtime by giving career regular letter carriers at least one eight-hour day each week, the application of both Articles 8.4.D and 8.5.F of the Contract actually means that this should occur, not that it always must occur.

--Joe Golonka
Branch 2184 Contract Administration

Branch 2184 Web Site www.nalc2184.org

"FMLA" forms
OWCP Information
Carrier Pay Chart
CCA Information
National Agreement
Grievance Forms
Grievance Guidelines
Grievance Issue Statements
JCAM, MRS, M-39, M-41
Retirement Information
Contract Agreement
E-COMP for Covid



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.

Even during this pandemic, you can still make donations to the uniform bank by bringing in gently used uniforms and gear to your office. Give it to your steward and he/she will make sure your donation gets to the Branch 2184 office.

Lets make our new members feel welcome.

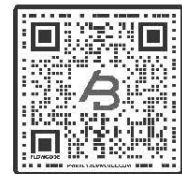
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Trenton

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✓ Larysa Larson
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✓ William Douglas

Westland

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✓ Bertha Battista
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LCPF Disclaimer

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The Weingarten Declaration

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

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

Remember the magic words --

"I WANT TO SEE MY STEWARD"

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

A Constitutional Conundrum

Our Union is governed by two sets of laws, one of them a National Constitution and the other a locally established set of Branch Bylaws. The NALC Constitution sets forth the rules and procedures for governing the NALC at the National, State, and Branch levels. The members of NALC branches establish Branch Bylaws to govern the internal affairs of their local union. These cannot be inconsistent (in conflict with) our National Constitution.

The NALC National Constitution consists of a series of Articles that deal with the governance and administration of the union at each level – National, State, and local (Branch). Article 10 of the NALC Constitution sets forth the procedures for responding to charges of alleged violations of the Constitution itself, or misconduct by union officials at the National Level. Article 10 of the NALC Constitution for the Government of Subordinate and Federal Branches sets forth the procedures for responding to charges alleging violations of the Constitution or the Branch Bylaws, or misconduct by union officials or members at the local (branch) level.

Both of these Article 10 procedures have recently been utilized to file charges against NALC officials at the national and the branch level. At the branch level, Article 10 from the NALC Constitution for the Government of Subordinate and Federal Branches reads, in part: *Section 1. Any member of the Branch who shall violate the Constitution or By-Laws of the Association or Branch may have charges preferred against them, and if such charges are proved shall be fined, reprimanded, suspended or expelled as the laws may direct or the Branch determine. Any officer of the Branch who shall fail or neglect to discharge the duties of their office, or who may be guilty of gross misconduct, may be removed from office.*

At Branch 2184's membership meeting in June 2023, four separate sets of charges were read that had been initiated against three Branch 2184 officers. Two charges were filed by individual members in one of our stations against a former Branch 2184 steward/officer. Additional and unrelated charges were also filed against two other Branch officers by the former steward/officer who was the subject of the charges filed by our members in that station.

As required by the NALC Constitution, committees of disinterested members were appointed to investigate each of the charges and to report back to our membership. This process was extremely detailed

and time-consuming and was it obstructed at times by a lack of cooperation by one of the charging parties as well as by interference and false information on the part of another former Branch officer. Despite all of this, the investigations were completed over a period of the next several months and comprehensive reports were provided to our membership.

After hearing the detailed findings provided in the committee reports, Branch 2184's membership overwhelmingly found that the charges filed by two of our members against a former Branch officer/steward had been supported. Branch 2184's membership also overwhelmingly found that the charges filed against the other two officers had *not* been supported. Thus, what occurred in our Branch last year was an example of the NALC Article 10 Constitutional process working exactly in the manner that it is intended to work.

However, as members of the committee that investigated and reported on the unsupported charges filed against two other Branch officers, we also found a very troubling misuse and even abuse of the Article 10 Constitutional process. Our investigation of the listed charges (28 in all) failed to demonstrate any violations whatsoever of the NALC Constitution or the Branch 2184 Bylaws, or any failure or neglect to perform duties, or gross misconduct.

Instead, the charges were essentially a laundry list of personal gripes, complaints, and disagreements involving the administration of the Branch as well as unhappiness with decisions that were made within the full scope of the authority of the charged officers. In other words, someone (and a few supporters) didn't get their way, so they filed frivolous charges. Unfortunately for the Branch, the investigation into and resolution of these frivolous charges cost the Branch thousands of dollars of your money – and a lot of wasted time.

Hence, the conundrum of Article 10 in the NALC Constitution. These provisions exist for an absolutely essential purpose, as a means of providing recourse to NALC members that have actual evidence to believe that union officials or members at any level have violated the NALC Constitution or Branch Bylaws, have neglected their duties, or have committed gross misconduct. However, what occurred last year in Branch 2184 exposed a very real concern that the Article 10 process can all too easily be abused for purposes of

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petty internal union politics and for pursuing personal agendas.

Perhaps there should be another layer of oversight with the NALC Article 10 Constitutional procedures, an initial vetting process to weed out charges that clearly do not meet the specific criteria set forth in our Union's National Constitution. This, in turn, would protect NALC Branches from needlessly wasting large amounts of dues money as well as many, many hours of time in the process of investigating frivolous charges.

Article 10 of the NALC Constitution should be utilized *only* for its intended and legitimate purposes. Internal union politics as well as disagreements about Branch policy and direction should be addressed through discussion and debate - and ultimately by our membership through Branch elections, just as they were last November.

--Joe Golonka, David Reise, and Tracy Mitchell
Branch 2184 Trustees



Tax Day
April 15th 2024

The USPS EEO Process and the Role of the NALC

In light of periodic questions and frequent misunderstanding by some of our members about the EEO (Equal Employment Opportunity) complaint and appeal process and especially concerning the non-contractual nature of the USPS EEO process, the following is a brief overview. First and most importantly, the EEO complaint process is strictly an internal USPS process that is intended to respond to employee complaints that are based on factors of alleged workplace discrimination involving race, gender or gender preference, ethnicity, age, disability, cultural practices, religious beliefs or non-beliefs, or other recognized forms of workplace discrimination.

USPS EEO procedures are NOT a contractual process and they are not incorporated into the USPS/NALC National Agreement. As such, the NALC and its representatives have NO contractual or legal obligation to participate in EEO-related matters. Those initiating USPS EEO complaints have the right to choose a representative from any source. If a union representative such as a local Branch officer or steward is requested to by an employee to act as an EEO representative, they may choose to do so. However, union representatives have NO contractual or legal obligation to function as employee EEO representatives.

Additionally, settlements of EEO complaints are NOT grievance settlements and they should never be construed as such. The terms of an EEO settlement are NOT enforceable through the contractual Article 15 grievance/arbitration process. However, the terms of an EEO settlement cannot also be inconsistent with or "rewrite" existing Contract or work rule language. The NALC is the exclusive bargaining agent for ALL USPS City Letter Carriers. As such, only the Union (at the National level) can negotiate or modify the existing terms and conditions set forth in the National Agreement.

--Joe Golonka
Branch 2184 Contract Administration

What's in a (Branch) Name?

Article 1, section 1 of the Branch 2184 Bylaws reads "This Branch shall be known as Western Wayne County (Michigan) Branch #2184 of the National Association of Letter Carriers of the United States, AFL-CIO." As the current (unofficial) Branch historian, I would like to provide a little background on the Branch name during this, the 100th anniversary year of our official charter as a NALC Branch.

Branch 2184 received its Charter as the "Dearborn" Branch of the NALC on November 25, 1924. Our Branch was known as the Dearborn Branch until the early to middle 1980s, when a Bylaws Amendment officially changed Branch 2184's name to the Western Wayne County Branch of the NALC. The reason for the change was apparent, as beginning in 1970 the Branch had entered into a series of mergers (known as amalgamations) with numerous neighboring Branches in Wayne County. We were no longer just "Dearborn" and the name change reflected this.

Additional mergers with neighboring smaller Branches continued thereafter, and in 2004 a merger was completed with the Ypsilanti Branch in Washtenaw County. Two years later a merger with the Monroe Branch in Monroe County occurred. Thus, despite our current "official" Branch name, we have not, in a geographic sense, been just Western Wayne County for about 20 years.

It is quite possible that future mergers will be undertaken with other NALC Branches in the area, many of them not located in Wayne County. As such, it is time to seriously consider another official name change for our Branch. With potential future growth in mind, it would be a good idea to avoid specific city or county placenames and instead look at our Branch in a larger geographic sense.

For example, the "Southeast Michigan Merged" Branch or just the "Southeast Michigan" Branch would recognize that we now represent many letter carriers in Washtenaw and Monroe Counties. Additionally, this or a similar large scale, more generic geographic designation would not hamper out-reach to other NALC Branches that are considering a merger. Of course, there is not a specific requirement

that our Branch name even identify the Branch by geographic location.

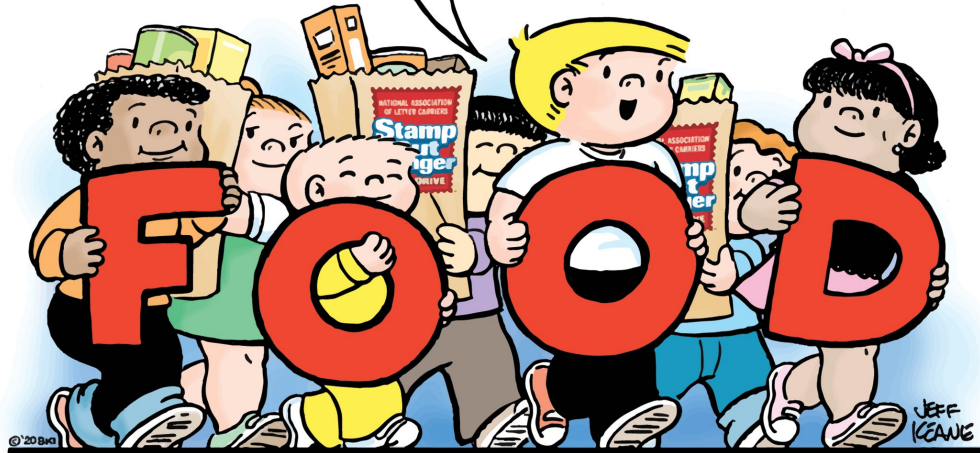
So, members of Branch 2184, what do you think? If you have a suggestion or idea for possibly changing our Branch's official name, please advise the Branch with your suggestion. The Branch's executive board will consider all suggestions provided during the next several weeks before deciding on a proposed Bylaws amendment to officially change Branch 2184's name. Thank you for your input!

--Joe Golonka
Branch 2184 Trustee



Sunday March 31, 2024

THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' FOOD DRIVE

SECOND SATURDAY IN MAY

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.



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



Annual Branch Picnic

Sunday, June 23rd

On Sunday, June 23, 2024, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families.

There are activities planned for children of all ages, including a dunk tank, petting zoo, pony rides, face painting, inflatables, lawn games and music. Food and drinks will be provided. The picnic will be held on the grounds of the Branch 2184 Office at 6969 Monroe Street in Taylor (just north of Ecorse Road). This day of family fun is free to all members and their families.

Watch for further information as it becomes available, including information that will be posted on Union Bulletin Boards in each station.

Circle Sunday June 23rd on your calendars and make plans to attend!