



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2020

Statement from President Fredric V. Rolando

June 8, 2020

The senseless killing of George Floyd by police in Minneapolis last week was not just a tragedy for his family, it was an assault on America's people of color, which includes tens of thousands of NALC members, and an affront to human decency. Life, liberty and the pursuit of happiness - our common rights as Americans - are not achievable in a state of fear. While we appreciate and honor the hard work, public service and social value provided by millions of police officers of goodwill, we stand with our members of color to demand long-overdue reforms that respect the human rights of all people in this country. This cannot be perceived as a problem for minorities, it is a crisis for all Americans that we must face and address.

Meanwhile, postal property and vehicles have been ransacked during the recent wave of civil unrest, and letter carriers have been assaulted and robbed on their routes. These irresponsible actions harm postal employees and the citizens we serve. At a time when the pandemic has made our jobs even more perilous, the rioting by a misguided few has raised new dangers for letter carriers. NALC at all levels is coordinating with the Postal Service on a daily basis to keep letter carriers safe.

NALC is an organization that brings members of all races, creeds, and ethnicities together in the spirit of love and solidarity. As letter carriers, we are proud to be part of a vital institution that helps bind our nation together. We embrace our nation's core aspirational belief in liberty and justice for all. For that belief to be fully realized for any of us, it must be true for all of us.

On May 15, a new coronavirus aid package, the HEROES Act, was passed by the House of Representatives. The HEROES Act includes \$25 billion in direct funding to the Postal Service, and the bill would also repeal restrictions on a \$10 billion line of credit that was authorized in a previous stimulus package. There is also a hazard pay provision that would include postal employees.

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National Association
of Letter Carriers
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Office Hours:

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

Calendar

Branch Meetings:

September 2nd, 2020
(7:30 p.m. - Union Hall)

Retirees Meetings:

September 9th 2020
(12:30 p.m. - Union Hall)
Due to Covid 19 meetings
could be cancelled

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Officers

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Executive Vice President	Walt Gregory
Vice President	Joe Golonka
Recording Secretary.....	Jacqueline Gregory
Financial Secretary Treas	Cathy Tondreau
Sergeant at Arms.....	Scott Watts
Health Benefits Rep.....	Jim Powell
Retirees Officer.....	Leonard Zawisa
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Trustee.....	Gloria Warthen
Trustee.....	Felicia Davis
Editor.....	Leonard Zawisa
Branch Scribe.....	Joe Golonka
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.....	Karen Russell (alt)
.....	Tod Lilla (alt)
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.....	Greg Bodziak (alt)
Dearborn (Main).....	Darryl Clay
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.....	Jacqueline Gregory
.....	Rose Miller (alt)
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.....	Gloria Warthen (alt)
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Lincoln Park.....	Scott Watts
Monroe.....	Joshua Nagy (alt)
.....	Shavon Alexander (alt)
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.....	Beth Bays (alt)
.....	Jennifer Rake (alt)
Plymouth.....	Tamara Bosman
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Rockwood.....	Gloria Warthen
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.....	Alan Grajczyk (alt)
.....	Rick Rider (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.

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Fredrick V. Rolando Statement

Negotiations amongst Congressional leadership and the Administration are ongoing, with the next coronavirus aid package not expected to pass Congress until late July. Letter carriers should continue contacting their senators to urge support for funding in the next stimulus package. Let your senators know how important the Postal Service is to the American public, and that funding is necessary to replace lost revenue from declining letter volume related to the pandemic, and for COVID-19 related expenses. For more information on how to take action, please visit the "Government Affairs" page on the NALC website.

Additionally, letter carriers should encourage their friends and families to visit the recently launched website www.HeroesDelivering.com, which provides information and resources to the general public on the importance of the Postal Service and the need to keep it strong and well-funded during this pandemic. It gives readers an easy means to contact their legislators and call on them to support funding for the Postal Service in the next legislative package.

At HeroesDelivering.com you can also see our new recently released ads currently being broadcast on television and the internet in select targeted areas of the United States. Please ask your friends and family members to visit HeroesDelivering.com and learn more about the crisis facing the Postal Service and how Americans from all walks of life need politicians in Washington to step up to support the Postal Service and its letter carriers.

Following the announced retirement of Postmaster General Megan Brennan and the resignation of David Williams - the Vice Chair of the USPS Board of Governors, the wave of leadership changes at the United States Postal Service continued with the resignation of Deputy Postmaster General Ron Stroman. Stroman resigned effective June 1st after 42 years of public service in the Postal Service and the legislative branch of our government.

NALC worked closely with Deputy PMG Stroman over the years on legislative and policy matters. We especially welcomed his legislative experience, as well as his expertise on promoting election mail, international shipments, and environmental stability. I thank Deputy PMG Stroman for his service, and I wish him the best in his future endeavors.

Additionally, two new governors have recently been nominated by the White House to serve on the USPS Board of Governors, and are in the process of being confirmed by the Senate. Donald Lee Moak, a former Delta Airlines pilot and former president of the Air Line Pilots Association, and Bill Zollars, the former chairman of the logistics company YRC Worldwide, if confirmed will join the remaining four governors and new PMG Louis DeJoy, who will take over on June 15. A confirmation vote on the two newly nominated governors is expected this week. The Board will be charged with selecting a new Deputy Postmaster General to replace Ron Stroman.

Due to the ongoing effects of COVID-19, and the challenges letter carriers face while living and working through the pandemic, several previously negotiated memorandums of understanding (MOUs) have been extended through the middle of July. On May 19, I signed an MOU extending the temporary use of the 7:01 rule; the temporary additional paid leave for CCAs; the temporary expanded sick leave for dependent care; the temporary use of TCAs, and the temporary workplace changes to promote social distancing. These MOUs are now extended through July 17.

Also on May 19, Executive Vice President Brian Renfroe signed two MOUs agreeing to another temporary time limit extension on Step B and arbitration appeals, and agreeing to give local parties the ability to develop a sign-up process for full-time employees who previously did not, or could not, place their names on either the overtime desired list or work assignment list. These two MOUs will expire on July 15.

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Additionally, a USPS directive sent to all their Area Vice Presidents in March has been extended through July 17 as well. This letter instructs managers and supervisors to allow liberal changes of schedule to accommodate employees who are dealing with childcare issues related to the pandemic. Managers and supervisors should also allow liberal sick leave usage for employees who are sick, and liberal annual and leave without pay (LWOP) usage to the extent operationally feasible during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19 related reasons during this time may also not be cited in discipline for failing to maintain an assigned schedule.

Each of the MOUs and the USPS directive can be found in NALC's Materials Reference System on the NALC website.

The Postal Service has partnered with several manufacturers, vendors, and laboratories to ship COVID-19 virus and vaccine test kits to a variety of healthcare providers and citizens across the country. The U.S. Food and Drug Administration has authorized a national biosample collection laboratory to distribute COVID-19 test kits nationally, and these test kits are currently being shipped through the mail.

Every day, the Postal Service plays an important role in processing and delivering critical mail and packages such as medicines and biological substances throughout the United States. These sample test kits are another way letter carriers and the Postal Service are assisting the American public to navigate through this pandemic.

Recently the Postal Service issued guidelines to its supervisors and managers regarding proper social distancing protocols which must be followed while conducting a PS Form 3999, when performing a street inspection of a letter carrier's route, and while conducting a PS Form 1838-C, when counting a letter carrier's mail volume and office time. Some of these procedures include:

- Examiners always remaining at least six feet away from letter carriers at all times
- Examiners and carriers wearing face coverings in accordance with local ordinances and when social distancing cannot be maintained
- Using disposable gloves and other personal protective equipment
- Examiners avoiding direct hand-to-hand contact of the mail or inspection related documents with the letter carrier
- Mail being counted by examiners prior to the letter carrier reporting for work
- If a vehicle is needed, examiner must always utilize a separate vehicle

We have provided the NBA offices with copies of the complete guidelines managers and supervisors must follow if they conduct a PS Form 3999 or PS Form 1838-C on letter carriers. Additionally these guidelines have been posted on the 'COVID-19' page on the NALC website. If you are being inspected in the office or on the street, you should insist on examiners practicing proper social distancing rules.

From the beginning of this pandemic, the NALC national officers, staff and representatives throughout the country have been in constant communication and negotiation with management officials at every level of the organization regarding supplies, equipment, policies, protocols, and work procedures necessary to keep letter carriers safe while working through this pandemic. Many of the issues we have been discussing with USPS involve the need for social distancing and minimizing carriers being loaned to other offices.

One issue is the gathering of letter carriers from several different offices at a central hub to perform Sun-

day parcel delivery. As a result of our discussions and the increased volume of parcels, the Postal Service recently informed us that beginning Sunday, June 7th it was planning to decouple approximately 700 Sunday hub delivery locations. While this is not all of the hub locations throughout the country, it does include a large number of offices. A list of the locations being decoupled has been provided to the NBA offices.

On March 18th I sent a letter to all NALC branches issuing blanket dispensation for branches to postpone scheduled nominations and elections. The letter also noted that postponed nominations and elections should be rescheduled as expeditiously as possible.

For the foreseeable future, the pandemic will likely prevent some branches from conducting normal elections of officers and delegates using the procedures in their by-laws. For example, branches that normally nominate candidates and vote at scheduled branch meetings will not be able to do so if in-person meetings are postponed indefinitely.

To address this situation, branches should consider alternative procedures for conducting nominations and elections. For example, nominations could be submitted by mail or through video web conferencing using resources such as Zoom or WebEx. Elections could be by mail ballot or at designated polling places.

Branches can send me requests for dispensation to implement alternative election procedures. Such procedures must be consistent with the Constitution and the NALC Regulations Governing Branch Election Procedures. For example, branches must ensure that an election committee is appointed and capable of supervising all aspects of the election; that all active and retired members have a reasonable opportunity to nominate candidates for any office; and that all active and retired members can vote by secret ballot. Branches must also have processes in place sufficient to accommodate observers.

A timely notice of nominations and election must be mailed to all members that accurately describes the alternative procedures. The notice must be mailed at least 10 days before nominations and at least 45 days before the election. If any branch needs advice or assistance in developing alternative nomination and elections procedures, it may contact Assistant Secretary-Treasurer Paul Barner.

Many branches, state associations, and regional offices have used various non-traditional ways to conduct meetings and communicate with members during the pandemic. Some are having meetings online while others are holding conference calls. It's great that so many branches have been able to continue their monthly membership meetings in this manner. I've been invited to, and have been attending several meetings each week in this manner. The meetings are well attended and have been conducted efficiently and effectively.

Thank you to the branches who have invited me to attend their meetings. I encourage other branches to use this web-based technology, where possible, to conduct their monthly membership meetings through the pandemic.

On June 3rd, we settled a national-level grievance regarding the Postal Service's unilateral testing of Consolidated Casing. This settlement, M-01923 in NALC's Materials Reference System, requires that half of the 62 test sites be returned to their original route structure by July 31, 2020. The remaining 31 test sites will continue through November 27, 2020.

The joint task force established by the memorandum of understanding, Re: City Delivery Task Force will begin analyzing data from the test sites by July 20, 2020, to determine its application to future testing. Absent joint agreement by the parties to either continue the test or to jointly conduct alternative testing in these sites, the test sites will be returned to their original route structure by January 22, 2021. Additionally, it is agreed there will be no further expansion of this Case Consolidation Test.

The local parties will jointly work through the transition of returning routes in the test sites to their original structure. Assistance and guidance will be provided by the appropriate NALC National Business Agent

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Fredrick V. Rolando Statement

(NBA) and USPS Area Manager, Labor Relations (AMLR), or their designees. Once it is determined which sites will end the test first, that information will be immediately provided to the appropriate branch president.

During this pandemic, I would wear a face covering anytime I'm near another person at work or in public. This becomes even more uncomfortable in the heat. In my last statement, I mentioned that the Postal Service was testing the use of various materials and styles of face coverings that would be more comfortable during the summer months. The Postal Service is now in the process of ordering sufficient supplies of the face coverings preferred by the carriers in the test sites. We are also discussing the use of fans in the workplace as it relates to CDC recommendations during the pandemic.

Last month, I also mentioned that the Postal Service was conducting 'proof of concept' tests in four sites involving taking the temperature of employees when they report to work. Last Friday was the last day of the testing in those sites, and we will jointly analyze the results once finalized so we can jointly develop any policies and procedures should the concept be implemented in selected sites. This could be used in conjunction with COVID-19 testing that would be available to employees at their worksites.

Today, over 5,600 postal employees are under quarantine from the virus. Almost 20,000 previously quarantined postal employees have been cleared and returned to work. About 900 of the currently quarantined postal employees have tested positive for the virus, and approximately another 400 are presumed to be positive. Another 2,100 postal employees who tested positive in the past have recovered and returned to work. Of all these numbers, about thirty percent are letter carriers. Sadly, 67 postal employees have passed away from the virus, including 14 city letter carriers. Thankfully, no letter carrier has passed away from this virus in over a month.

Once again, I ask that you encourage your friends and family members to visit HeroesDelivering.com and take action to help save the Postal Service and its front-line heroes - America's letter carriers. Along with the other NALC officers and employees, I remain ever so proud to be working for you. Thank you for all that you do, please stay safe. God bless each of you and your families.

-- Fredric V. Rolando
President N.A.L.C.

From The Vice President

Our Common Good

"To work for the Common Good is the greatest creed" (Albert Schweitzer)

There is no point in rehashing what has happened during the past several months. Instead, let us recognize our own, Branch 2184's active members and their courageous and selfless response to an unprecedented national emergency. Let us also look ahead to a world, a nation, and yes, a Postal Service that is now forever changed in ways that will continue to profoundly alter each of our lives, from our newest CCA to our oldest retired member.

The human species evolved in a manner somewhat unique from the millions of other species that evolved during the past few billion years of our planet's history. We have an advanced capability for rational thought, although that is a frequently underutilized human trait. Too often, irrational fear, misinformation, political manipulation, and an exaggerated sense of invincibility lead to poor decisions and also to selfish and irresponsible behavior, as we have witnessed from some.

Unfortunately, just like all the other species here on planet earth, we humans did not evolve an immunity from pathogens and other disease-causing organisms nor an immunity from the stupidity and selfishness of other humans. Thus, we are left to respond to the realities of global threats such as viral

pandemics. We do so both individually and especially collectively. Some in positions of leadership in government and in other human institutions have failed miserably in their response to the COVID-19 emergency, instead engaging in cowardly scapegoating and fostering division among the American people.

On the other hand, America's letter carriers have once again responded with courage and dedication, even as some of our own members and their families were ravaged by the COVID-19 virus. The USPS work environment during the past several months has been fraught with unprecedented challenges. Yet, instead of complaining and engaging in childish and divisive behavior, letter carriers simply pressed on regardless, an inspiring and patriotic symbol of the best in our nation's people.

Historically, America's letter carriers have always been the public face of the common good. This has never been more evident than in times of national or global crisis, or in times of more localized natural disasters. During recent decades letter carriers responded to the September 11, 2001 terrorist attacks and the ensuing anthrax attacks with courage and resolve. Following natural disasters in our nation ranging from hurricanes and tornadoes to floods, fires and earthquakes, letter carriers stepped up and delivered much more than just the mail. In doing so, their actions have inspired others to renew their embrace of our common humanity.

Delivering the Future

As our nation and its people slowly recover from the pandemic and its vast impacts on all our lives, letter carriers will continue to take a leadership role. This will be occurring against the backdrop of an eventual interest arbitration award on our National Contract as well as the continuing financial and imminent political threats to the Postal Service itself.

Additionally, there will be a National election on November 3 that is critically important to the future of the Postal Service as well as the interests of every American worker and their families. The USPS has become an essential option for American citizens in the forthcoming election, as voting by mail will be critical for ensuring that no American has to choose between risking their health and their

sacred right and duty to participate in the electoral process.

Voting by mail is safe and secure, contrary to self-serving and politically motivated misinformation spread by those that have long sought to obstruct and suppress the right of all Americans to vote. What is essentially non-existent "voter fraud" only exists in the minds of those would do it themselves, given the opportunity.

Voting by mail even provides a verifiable paper trail – paper ballots cannot be hacked. Active letter carriers should take full advantage of absentee voting here in Michigan, which is now available to all registered voters. Most letter carriers will be scheduled to work as usual on Tuesday, August 4 and Tuesday, November 3, the dates of the primary and general elections in Michigan. Why not complete your own ballot at your leisure, taking all the time you need to be fully informed about the candidates and the issues?

Through it all, our current motto simply but eloquently states the case for the world's finest delivery service employees. We Deliver. Letter carriers always have. Letter carriers always will.

-- Joe Golonka
Vice President



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Start Time Shuffle

In many of our installations, letter carrier start times have changed since the beginning of the COVID-19 pandemic. In some installations this is occurring daily, or so it seems. Most of the start time changes are resulting in the carriers coming in later which often causes disruption in our private lives.

First and foremost, management can contractually change a *route's* start time. Start times are attached to the routes, **not** to the carrier. It would be improper for management to change a carrier's start time based on the overtime desired list. A T-6's start time is the scheduled start time of the assignment that he or she is normally assigned to do that day.

Management must also give carriers timely notice that an assignment's start time is going to change. This notification must be made no later than Wednesday of the preceding service week. Thus, if management wants the change to take effective on Saturday (the start of a new service week) then the notification must be done no later than the Wednesday before. All notifications are done in writing.

In the letter carrier craft the contractual out-of-schedule premium provisions are applicable only in cases where management has given advance notice of the change of schedule by Wednesday of the preceding service week. In all other cases a full-time employee is entitled to work the hours of his or her regular schedule or receive pay in lieu thereof and the regular overtime rules apply.

For example: An employee is notified by Wednesday of the preceding service week to work a temporary schedule the following service week from 6:00 a.m. to 2:30 P.M., instead of his or her regular schedule from 8:00 a.m. to 4:30 P.M. The employee is paid 2 hours out-of-schedule premium for the hours worked from 6:00 A.M. to 8:00 A.M. and 6 hours' straight time for the hours worked from 8:00 A.M. to 2:30 P.M.

Because of the pandemic, a National level agreement between the NALC and the USPS (M-01915) has been signed and has been extended until July 17, 2020. This memo addresses social distancing and the use of staggered start times. Specifically, it states:

The local parties (i.e. branch M-01910 postmasters, or their designees) will immediately discuss potential scheduling and office setup changes which would create a work environment that promotes social distancing. Such changes should include, but are not limited to, the following:

1. *Staggered letter carrier start times to begin as early as operationally feasible.*

If management has unilaterally changed the start times because of the pandemic and they didn't first address this with the local union, a grievance should be filed.

Stay safe during this difficult time, and I appreciate all the hard work you have done and continue to do for our communities.

-- Michele Szafran
Trustee/Step A designee

Masks for MDA

One of Branch 2184's biggest fundraisers for the Muscular Dystrophy Association (MDA) is our annual bowl-a-thon against Branch 1 that has taken place in April during the past several years. Unfortunately, due to the pandemic all our events this year so far have been either cancelled or postponed, including our bowl-a-thon. The money we raise helps find a cure and to send these wonderful kids to camp. During this pandemic situation money is still needed for MDA and for these kids. Without our usual fundraisers it is a challenge.



We have come up with Masks for MDA. One of our members has made masks that we are selling for \$8.00 each with all the proceeds going to MDA.



Currently, we have raised around \$1,100 but we can do better. If you are interested in a mask or just want to donate, please contact the union office. Last year our MDA fundraising came in second nationally for a NALC branch our size, and we were only \$400 short of first place. I would love to see us in that top spot this year and with your support we can do it!

-- Michele Szafran

Branch 2184 MDA Co-Chair

No Food Drive? No Problem

When the food drive coordinators in our Taylor Installation were notified that the food drive for 2020 was postponed, they were disappointed but understood that with the global pandemic it was in the best interests for the safety of the carriers. But that didn't stop them; they are letter carriers after all. They knew the need for food would be even greater since many people in our community found themselves unemployed during this difficult time. They decided, if they couldn't collect the food, to collect money instead. They went around for the past month asking for donations and having drawings to help raise money for the local food bank. As of the writing of this article, they have raised over \$1,800 for the local food bank.

A special shout out to our food drive coordinators Roger Gilliam and Joe Rodriguez and Taylor carrier Victor Siemiesz for their dedication to the community and the NALC food drive.

-- Michele Szafran

Branch 2184 Trustee

NALC VIRTUAL FOOD DRIVE

This year the 28th annual NALC Food Drive was cancelled due to the COVID 19 pandemic. However, the NALC is doing a Virtual food drive. This is done online, and no money will go through the NALC hands. Thank you to all the Branch 2184 offices that sponsored their own food drive for the local food drive banks. Starting Monday, June 15, 2020 everyone can go online to nalc.org/food website and click on their state and choose from a list of food banks they would like to donate to. 100% of the monetary donation will go to the food bank of choice.

Thank you all for what you do to make the NALC Food Drive a Success! Stay Safe.

-- Jackie McGregory

-- Cathy Tondreau

Food Drive Coordinators

Branch 2184 Web Site www.nalc2184.org

Retirement Information
 CSRS & FERS Annuity Payments
 Branch Calendar
 "FMLA" forms
 OWCP Information
 Carrier Pay Chart
 Online Forms 3971, 3996, 3189
 CCA Information
 2184 Memo of Understanding
 National Agreement
 Grievance Forms
 Grievance Guidelines
 Grievance Issue Statements
 Defenses to Discipline
 JCAM, MRS, M-39, M-41
 Covid 19 Information

LETTER CARRIER HOT WEATHER SAFETY

Heat-related illness is a serious hazard for all letter carriers, and many are affected by the symptoms of heat illness each year. The physical exertion required with the delivery of mail, work which typically coincides with the hottest part of the day, can lead to debilitating symptoms such as dehydration or even more serious problems. Additionally, the absence of good ventilation as well as limited air circulation in the older postal vehicles contributes to heat-related problems for letter carriers. Postal vehicles also act as hot boxes that concentrate and intensify heat from the sun, with internal vehicle temperatures quickly reaching hazardous levels.

One of the properties of warmer air is its capacity to hold considerably more moisture than cold air does; hence the common expression "it's not the heat, it's the humidity." Humid air will significantly increase the discomfort and potential risk of heat illness because it decreases the ability of the skin to cool the body through the evaporation of perspiration. The chill that we sometimes feel when stepping out

of a pool is caused by the evaporation of water on our skin. Water evaporates more rapidly into dry air and thus cooling is more pronounced. As moisture in the form of water vapor in the air increases, evaporation is inhibited and cooling becomes more difficult.

Don't be fooled by "relative" humidity values that are typically in the 40 to 50 percent range on warm summer afternoons. That may seem low, but relative humidity is merely a mathematically derived value that represents the amount of available moisture as a percentage of what the air *at that temperature* can hold. The lower the relative humidity, the more that the air can be cooled before reaching its saturation point, also known as the dewpoint. Air with a temperature of 85 degrees Fahrenheit and 50% relative humidity has almost three times the amount of moisture as air with a temperature of 32 degrees and 100% relative humidity.

Letter carriers should be vigilant regarding the initial symptoms of heat-related illness and immediately take steps to prevent them from becoming more serious. This means taking a short break, sipping cool water, and getting into a cool place if possible.



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Denise Kreager

Retired Letter Carrier

4953 Sycamore Newport, MI 48166

313-478-5910 (voice)

The most common heat-related illnesses that affect letter carriers are heat cramps and heat exhaustion. Heat cramps are muscle cramps that usually occur in the legs. They can usually be relieved by resting and by putting firm pressure on the cramping muscles or by massaging them.

A more serious heat-related problem is heat exhaustion. This is a feeling of weakness that is accompanied by heavy sweating, nausea, and a weak pulse. The skin often feels cold and clammy. Another important indication of heat exhaustion is a feeling of disorientation. This is a sure sign that heat is adversely affecting your body, and you should immediately stop whatever you are doing outdoors and get inside in a cool place. You should only drink sips of water and not gulp down large quantities. If you feel severely nauseated or start to vomit, immediate medical care should be obtained.

The most serious heat-related illness is heat stroke. This is characterized by a very high body temperature, a pounding pulse rate, and usually not any sweating. Heat stroke is a life-threatening medical emergency that requires immediate emergency treatment. Underlying medical conditions are often made worse by prolonged exposure to excessive heat and can hasten the serious impact of heat illness. Advance preparation and knowledge about how to properly respond to symptoms of heat illness is essential.

Heat-related illness that is directly caused by a letter carrier's work environment is also a job-related traumatic injury that should be reported on OWCP form CA-1. Medical evidence to support a claim of job-related heat illness should specifically identify the exposures (the work-related factors) experienced by a letter carrier and include medical rationale from a physician that links these factors to the resulting illness. Branch 2184 will provide assistance to any member that has initiated an injury compensation claim for job-related heat illness.

To help prevent dehydration and heat-related illness, a slow and consistent intake of water or other cool non-alcoholic beverages is important. Plain water is always best for hydrating the body and is preferable to beverages containing sugar or other sweeteners. As a guide, a letter carrier or anyone

working outside in hot weather should slowly drink several ounces of water every 15 to 30 minutes. Again, this is preferable to gulping down large quantities of water at longer intervals. *Salt tablets should only be taken at the direction of a physician.*

Most of all, always all use common sense! If you feel the initial symptoms of heat-related illness while working, stop what you are doing, get into a cool location (or least a shaded one), sip some water, and then proceed with your work after the symptoms subside. If symptoms do not subside, notify postal management and seek medical care. Also notify your steward and/or the Branch 2184 office when you have an opportunity to do so.

Dressing sensibly is for the most part obvious. Wear light and comfortable clothing that still complies with uniform regulations – admittedly that is not always easy to do. Be sure to protect your skin, especially your face, from too much exposure to the sun. A good sunscreen with an SPF of at least 30 is quite helpful for this purpose (an even higher SPF is better still). Many letter carriers have developed skin cancer that is likely related to long-term exposure to the sun while performing their delivery duties. Be aware that a cloudy day does not prevent the risk of sunburn, as ultraviolet radiation from the sun still reaches the earth.

As with all aspects of letter carrier safety, planning and awareness are critical for the prevention of heat-related illness. Summer in Michigan is a splendid season for outdoor activities. Don't let the power of the summer sun adversely affect your health and well-being while on the job or off the job.

-- Joe Golonka

Branch 2184 Vice-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.

Branch 2184 2020 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 2020.**

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 28, 2020**

Contract Corner:

Q: I don't trust my supervisor and want to record our conversations. Can I do that?

A: In a word, NO. This is directly prohibited by USPS regulations, and it could result in serious disciplinary action being issued if it is discovered. Specifically, the Employee and Labor Relations Manual (ELM), section 667.21 states that "During the course of postal employment, postal employees may not record, monitor, or otherwise intercept the oral or wire communications of any other person through the use of any electronic, mechanical, or other device, nor listen in on a telephone conversation, nor direct another to do so, unless all parties involved in the communication are made aware of and consent to such interception."

The above-cited regulation makes it clear that surreptitiously recording another person or people without their advance knowledge and consent while engaged in postal employment-related activities is strictly prohibited. The reference to the use "of any electronic, mechanical, or other device" makes it

clear that video or other forms of recording without the consent of all parties is also prohibited.

Finally, this prohibition does not apply to postal inspectors or Office of Inspector General (OIG) investigators while acting in the course of their official duties. However, it does otherwise apply to USPS supervisory and management employees. In summary, do NOT under ANY circumstances record, make a video, or otherwise secretly monitor or intercept any conversation or activity while you are engaged in postal employment. All carriers are encouraged to make and keep their own notes and records such as a daily journal about their interactions with management and management's conduct in general. This should be done on the carrier's own time, such as lunch, breaks, or while off the clock.

Q: My supervisor told me that my street times were not meeting standards. What does that mean?

A: Simply put, it means NOTHING. All work performed by letter carriers delivering mail and parcels takes whatever time is necessary to efficiently

(Continued on page 16)

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Contract Corner:

Q: My supervisor instructed me that I must use my cell phone to call in for instructions while I am working. Is this proper?

A: No, that is an improper instruction. **USPS employees are not required under any circumstances to use their personal phones for any employment-related business.** Your phone is your personal property and its use should always be limited to your own private business. The Postal Service does not pay your phone bill. If management wants you to use a phone for purposes of receiving work-related instructions, they should provide you with a phone – at their expense. Article 41, section 3.E. of the Col-

lective Bargaining Agreement provides that “When the Employer requires the use of certain supply items for the proper performance of a carrier’s functions, such items will be supplied by the Employer.” Moreover, management has other ways of communicating with letter carriers that are out delivering mail, such as with the Mobile Delivery Devices (scanners). Do keep in mind that it is a letter carrier’s responsibility to notify management if they will need more time than previously authorized to complete all assigned duties. However, a letter carrier is not required to use their personal cell phone for this purpose and should never do so. If management persists with an instruction to use your personal phone for communicating with them, immediately request to see your steward.

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



Contract Corner:

(Continued from page 13)

but safely to complete. Because of this, there are NO established or standardized time values for any letter carrier delivery function. Management can and does use computer programs such as "DOIS" to make estimates of what they think is the time necessary to perform letter carrier work. However, these time estimates should NEVER be confused or conflated with a mandate that all work *must* be completed within a specific time frame. Management is perfectly happy if they can convince a letter carrier to believe otherwise, and they are sometimes successful, especially with newer letter carriers.

A National level grievance settlement between the USPS and the NALC (M-01769) provides that "Projections are not the sole determinant of a carrier's leaving or return time, or daily workload. The use of any management created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities outlined in section 28 of Handbook M-41."

This is where reporting requirements just referenced above come in, beginning with the completion and submission of PS Form 3996 whenever a carrier believes that all assigned work cannot be performed within eight hours or the time authorized. Management should then provide instructions what to do. If, after leaving for the street a carrier becomes aware that he/she will not complete all assigned work within the time previously authorized, then contact management for further instructions. As discussed in the previous Contract Corner question, you are NOT required to use your personal cell phone for this purpose or for any other work-related matter. Always be sure to follow the last instruction you are given.

In summary, letter carrier delivery duties should be performed conscientiously but with safety and situational awareness in mind at ALL times. The actual time necessary to perform any specific delivery function can never be determined in advance. Thus, there are NO "street standards." It always takes whatever it takes, nothing more and nothing less.

