

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

January/February 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:**

April 6th, 2016  
May 4th, 2016  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

April 13th, 2016  
May 11th, 2016  
(12:30 p.m. - Union Hall)

**In this issue:**

President's Report	1-3
EVP's Report	3-4-5
VP's Report	5-6
CCA Report	7
KIM Region Report	8-9
Bowl-a-thon	10
PAC Sign-up	11
Political Fund	12-13
Contract Corner	14-15
Food Drive	16

## President's Report Contract Negotiations

As we go to press with this edition of the "Speaks", the NALC and USPS will have opened the first round of contract negotiations over our new Collective Bargaining Agreement. Our current National Agreement is set to expire at midnight on May 20, 2016. The start of negotiations is set to take place on Friday February 19, with opening remarks from both sides as well as an exchange of contract proposals and ideas. The bargaining process will continue until a contract agreement is reached. If the parties fail to reach an agreement by May 20 and do not extend the deadline, both sides would be required to enter into a 60-day mediation process. If no agreement is reached within the mediation period, both sides would then prepare their positions and enter into binding arbitration.

Here is some perspective on negotiations. Our current contract went through all of the above the steps and it took almost 18 months before the arbitrators awarded the decision on January 10, 2013. Hopefully we won't have to wait 18 months for a new contract this time. That being said, we enter this round of negotiations with the Postal Service in a much better financial position. During the last two years the USPS had operating profits of over 1 billion each year, and the just released data for the 1<sup>st</sup> quarter of 2016 showed a \$1.3 billion dollar operating profit! The improving economy and double digit package growth has led to the stabilizing of our employer's financial position which should be good news when we sit down to bargain.

With the ground work now in place for bargaining, some timely common sense legislation from Congress would go a long way in ensuring not only a good contract but also the future of the USPS. On January 21, NALC President Fred Rolando testified before a Senate committee on the financial state of the USPS. Rolando once again called for legislation to address the Congressionally-mandated prefunding requirement along with a more sensible way to invest postal retirement funds.

(Continued on page 3)

### 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.....	Lynn Taylor
.....	Gregory Bodziak (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
.....	Scott Russell (alt)
Dundee.....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
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Monroe.....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Jim Holland
.....	Beth Maliszewski (alt)
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.....	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**

(Continued from page 1)

## Presidents Report

While trying to get anything passed in Congress has proven to be nearly impossible, in an election year the odds seem even worse! Rolando went on to say that all four postal unions along with the USPS and major mailers have reached a consensus on a set of proposals taken from Senator Tom Carper's bill (S. 2051) that would stabilize the postal service for years to come. Here's hoping that common sense proves not to be too uncommon.

### Super (Bowl-a-Thon) IV

Mark your calendars and loosen up your arms and your checkbooks. The date has been set and the challenge has been accepted. On Sunday April 10<sup>th</sup>, 2016 Branch 2184 will again take to the lanes and battle with our union brothers and sisters from NALC Branch 1 in our annual Bowl-a-thon to benefit the Muscular Dystrophy Association. Your Branch has retained the fundraising title for the last three years, with our crosstown rivals once again vowing to end our streak. We need YOUR help to defend our title for this most worthy cause!

The fun is scheduled to begin at 12:00 p.m. at Cherry Hill Lanes on Inkster Road north of Cherry Hill Road in Dearborn Heights. Just \$50 raised for MDA gets you three games of 9 pin no-tap bowling, pizza, and pop. There will be prizes for our top individual fundraisers. Each additional member of your family or friends can bowl for just \$15 each. Remember it's not your bowling score that counts - it's the amount of money raised through donations and pledges that determines the winner. So pack up your family and plan for an afternoon of fun! See your stewards or contact the Branch 2184 office for pledge sheets or more information. See you there!

### James H. Rademacher 1921 -2015

It's with sadness that I report to the members the passing of NALC National President Emeritus James Rademacher who passed away on December 15, 2015 at the age of 94. He also served as president of NALC Branch 1 from 1950 to 1960 before

becoming our National President from 1968 to 1977. He will be forever remembered as the President who led the NALC during the Great Postal Strike of 1970. It was President Emeritus Rademacher who was at the helm of the NALC and bargained successfully with the Post Office Department and the Nixon administration to end the strike and brought about the Postal Reorganization Act.

The Postal Reorganization Act brought an end to the Postal Office Department and ushered in a new era of collective bargaining with the newly formed U. S. Postal Service. It was the National Agreement signed by President Rademacher on July 20, 1971 that provided wage increases as well as cost of living adjustments for letter carriers, as well as the first contractual provision prohibiting the USPS from laying off letter carriers. Rest in Peace President Emeritus Rademacher, and thank you for all your work on behalf of the letter carriers that you served and the NALC.

-- Mark Judd  
President

## EVP's Report

### T-6 Bumping

This is a question that the union office has received multiple calls about during the last few weeks. This subject has been addressed in the past but it needs to be addressed again.

"Does a T-6 have the right to select his/her assignment on their T-6 string if the T-6's string has two or more vacant assignments open?" The answer to that is yes, **PROVIDED** the nonscheduled day carrier is coming in to **TRIGGER** the bumping provisions. If there is no nonscheduled day carrier coming in to trigger the bumping provisions, then the T-6 carrier **DOES NOT** have his/her choice of assignments to work, even when two or more assignments are open within the T-6 string. Item 22, section 4 of our Branch 2184 Local Memorandum of Understanding, **TEMPORARY ASSIGNMENT**

(Continued on page 4)

(Continued from page 3)

## EVP's Report

**CHANGE FOR T-6 ASSIGNMENTS** states:

**"A full-time regular carrier called in to work on a non-scheduled day shall work his/her full-time duty assignment provided there is a vacant route on the string to which the T-6 carrier may be assigned.** This is inclusive of assignments that are temporarily vacant and have been opted on by PTF, reserve regular or unassigned regular carriers, or city carrier assistants (CCAs). Otherwise the carrier working on a non-scheduled day will be assigned where needed. If two or more vacancies on the string exist the T-6 carrier shall select his/her assignment."

I have had carriers debate with me and with our Branch 2184 shop stewards about this language and its intent. You cannot take the last sentence of the paragraph and apply it without also reading the first sentence.

Letter carriers - please remember that your stewards are there to enforce the contract. So if this provision has been misapplied on the workroom floor in the past and it is now being properly enforced, it's because your steward has received training at the monthly steward meeting(s). As always, if there is a question or concern, please don't hesitate to contact the branch 2184 office at 313 295 1640, Monday thru Friday.

### One Day Official Mail Counts

There have also been a number of calls to the union office from letter carriers wanting to know "why is my supervisor performing a one day office count on me?" The M-39 section 141.2 does allow management to do one day mail counts and reads as follows: "when management desires to determine the efficiency of a carrier in the office, a count of mail may be made. **The carrier must be given one day's advance notification of this special count. Management must use form 1838-C to record count and time items concerned. The carrier must be advised of the office mail count.**"

If on the previous day you worked some so-called "unauthorized overtime" or penalty overtime and management tells you that you will be "counted" the next day, you should notify your steward to initiate a grievance. Management uses this as a tool merely to intimidate and harass carriers. Often management won't go over the office count with the carrier as is required. Management has to show their "upper bosses" that they did something. This is a form of retaliation and it is not allowed contractually! Again, request to see your steward and file a grievance immediately for this to cease and desist. If management continues to improperly use this tool after you have filed a grievance for a cease and desist, then the next violation should be a request for monetary remedy.

### Customer Connect

Since the inception of the program back in mid-2003, letter carriers across the country have raised \$2,068,389,047 and counting. This is outstanding! As Branch President Judd mentioned in his article, contract negotiations have opened up with the Postal Service, and I am sure that this new revenue generated by us will be a negotiating tool for the NALC.

Postmaster General Megan Brennen visited the Detroit District on December 3<sup>rd</sup>, 2015 to recognize and thank some offices including one of the largest offices in Branch 2184, the Westland office, for their active support of the Customer Connect program. PMG Brennan also discussed "Postal Proud" with the Westland employees, a national effort to promote employee pride and emphasize core USPS principles such as accurate scanning and delivering with care. The PMG took some questions from the Westland employees and answered their questions relating to the increase in parcel business.

### Letter Carrier Political Fund

We are still signing NALC members up for our political action fund. There are many in Congress listening to special interest groups that would love to see the Postal Service "privatized". The way

we help fight this is with the Letter Carrier Political Fund. If you are not signed up for the "Gimme 5" program or are not an annual contributor, give the Branch 2184 office a call anytime Monday thru Friday from 9am -5pm and an officer would be glad to assist you in signing up. The job you may save just may be your own.

## CCA Uniform Bank

This is just a reminder to all active and retired carriers that we are in need of all types of letter carrier uniforms. Big, small, shoes, boots, hats, etc... If you are a CCA that has been around a while and have outgrown your uniform or your uniform is now too big because of the weight that you have lost since becoming a carrier, please donate those gently used uniforms to the CCA Uniform Bank. The Detroit District is constantly hiring new CCAs and they are in need of uniforms. You can bring your uniforms into your office and give them to your steward, or if you have an off day, stop by the Branch 2184 office and have a pop or water with us. We will take your uniform donation and make sure your name is mentioned in the next Branch "*Speaks*." Thanks in advance!

In unionism,

-- *Walt McGregory*  
*Executive Vice President*

# VP's Report

## Be Very UNAFRAID!

18<sup>th</sup> Century philosopher and author Edmund Burke once observed that "no passion so effectively robs the mind of all its powers of acting and reasoning as fear." There is in fact no other human emotion that has a greater and more consistently negative and destructive impact on our thinking and decision making.

Fear is either directly or substantially responsible for nearly every bad human decision. Although our species has evolved to sense and recognize genu-

ine danger in our external environment, the overwhelming amount of human fear results not from real or valid threats to our physical safety or well-being. Rather, fear is most often the product of ignorance and misdirected thinking, as well as deliberate emotional manipulation by other humans.

Because of this, fear is often effectively used as a political, social and cultural weapon. A pertinent example is the cynical pandering to fear and ignorance that has become the foundation of most of the political strategy currently utilized by the Republican Party in the United States. Fear is the most consistently irrational of all human emotions and thus it is particularly useful for accomplishing political goals that could not otherwise be attained through factual and reasoned debate.

Postal Service management usually makes no attempt to be subtle with their all too frequent use of fear tactics such as bullying and intimidation as their "go to" strategy and weapon in the workplace. Management's endless and delusional obsession with achieving meaningless DOIS fantasy numbers in turn creates a Machiavellian work floor strategy where the ends justify the means, no matter how this is accomplished. Too often this means abusive and fear-inducing conduct on the part of management personnel.

The development and application of time-based algorithms to a labor intensive job such as that of a letter carrier, a job which incorporates hundreds of daily variables, is nothing but an outright fraud. The idea is patently absurd and always will be. The daily output of DOIS statistical data is a classic example of GIGO (garbage in, garbage out). However, this otherwise worthless and irrational approach is frequently used to browbeat hard working letter carriers. It is also used to "justify" a ridiculous level of micromanagement, thereby creating a phony excuse for maintaining the excessively bloated management corps infesting the USPS.

However, none of this should ultimately matter to a *professional letter carrier*. Employee fear in the Postal workplace is entirely misplaced and com-

(Continued on page 6)

(Continued from page 5)

pletely unnecessary, at least for those that have completed their probationary period of employment. Unfortunately, the disgusting abuse of probationary employees remains a significant problem, because the probationary period gives out-of-control and power-crazed management types a "free shot" at mistreating newly hired letter carriers.

Beyond that, those in management that engage in abusive and intimidating conduct should NEVER be feared for ANY reason whatsoever. This begins with realizing that the childish and emotionally immature behavior that has become the standard for Postal Service management in some workplaces is ultimately an exercise in futility. Instead, such pathetic and cowardly conduct should be thoroughly documented, challenged, and shut down. In every instance, these management representatives are just very inadequate human beings that should be mocked and pitied, not feared. Theirs is merely a "tin god" authority borne of personal insecurity as well as wholly inadequate supervisory and interpersonal skills.

## The Universal Remedy for Fear

Most importantly, there is a 100% effective antidote to fear that has always existed and always will. That remedy is simply the acquirement and application of knowledge. Ignorance is the constant travelling companion of fear, and overcoming ignorance will eliminate the presence of fear as well as effectively neutralize those that attempt to use it. For Postal Service letter carriers, that means knowing ALL of your rights in the workplace, and working each day in a manner which clearly informs management that you know your rights and you WILL NOT be used or intimidated to accomplish their delusional numbers-based goals.

Informed and professional letter carriers truly are management's greatest nightmare. These letter carriers know that the emperor really does have no clothes. There is NOTHING that management can ultimately do that can negatively impact them or

cause harm to their families, including phony disciplinary actions or threats thereof. Again, a knowledgeable and professional letter carrier has absolutely nothing to fear in the workplace, and thus he or she can just laugh at childish and immature management behavior.

**So be that informed and professional letter carrier. Take the time to learn everything that you need to know about your job, your rights, and your responsibilities. Always work every minute of every day in a safe, sane and professional manner.** Always take your full 30-minute lunch, as well as both of your union-negotiated 10-minute breaks and all necessary additional comfort stops for personal needs. Let management be obsessed about their bogus numbers. Letter carriers should only care about working safely and providing quality customer service. Most of all, always remember that YOU are the sole owner of your job and your daily work, not your supervisor.

Immediately report to your steward all instances of bullying and antagonistic management behavior towards any letter carrier and be ready to provide witness statements when asked. Always stay cool, and let your UNION responds to all instances of management misbehavior. That's what we do. There is NO place whatsoever for any form of fear, especially that caused by a management-created hostile work environment in the United States Postal Service.

Fear is ugly and primal, fear is toxic, and most of all fear is extremely harmful to your health and your personal well-being. Remember that each of us is the product of four billion years of evolutionary success and that we all possess the capability for knowledge and rational thought. Let's act like it!

-- Joe Golonka  
Vice President

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YOUR FRIENDS  
MENTION YOU SAW THEM  
IN OUR NEWSLETTER.**

# CCA Talk

Hello my fellow CCAs! My name is Samantha Hales and I work at the Canton Post Office and I am also the Shop Steward in that office. I have been working as a City Carrier Assistant since October of 2013. When I returned to the Branch after the CCA conference, I had a discussion with our Branch President Mark Judd about how we can get our Branch CCAs more involved. He and I agreed that a column in the Branch newsletter, the *Branch 2184 Speaks*, would be a good start. So from this edition forward, I will be writing an article, about concerns and contractual advice, related to your job as a CCA.

I was honored to be selected to attend the first ever CCA Conference that took place in St. Louis, Missouri during mid-January. From what Brian Renfroe, the NALC's Director of City Delivery said, there will be additional CCA or non-career focused conferences in the future. The conference in St. Louis helped me attain more knowledge about the history of the non-career postal workforce and how to become more involved in the union, and it gave me the opportunity to hear similar stories from carriers all over the nation. The next time this opportunity comes around I will be letting you know through this article. You can let our Branch President know you're interested, and we can start working together for the future of Branch 2184! In every edition I hope to address at least one common contract violation that affects CCAs everywhere.

When I first started as a CCA there were some aspects of the job that I did not like, such as being on stand-by and not knowing when I worked! I soon found out from the Union that contractually the **Postal Service is prohibited from putting CCAs on stand-by**. There are two ways to stop this from happening to you. First, see your Shop Steward and let them know about your situation. Second, bid on a hold down (also known as opting), which is a temporary vacancy on a regular assignment lasting five days or more.

When asking to see your steward be sure to

use a PS form 3996, let them know if you are having a scheduling or reporting time issue. They will investigate and let you know if this is a violation of our contract, and will file a class action grievance. The language for this provision is found in the CCA Joint Question and Answers in Article 7, question 25 of the Joint Contract Administration Manual (JCAM). The Article 7 grievance could force management to post a schedule if the grievance is settled in our favor. The schedule is not a complete guarantee because it can be subject to change. However, it's definitely a step in the right direction.

Bidding on a hold down can also help you attain more of a regular schedule. You can exercise this right to the duties and schedule of the temporarily vacant assignment that you bid on because of Article 41.2.B.5 of the Contract. This opting opportunity means that you will start at the same time the regular carrier does for the duration of your hold down, and have the same duties of that assignment (both setting up and delivering). Holding down a route does not mean that you are guaranteed to do that route, if the temporary bumping provisions are followed according to JCAM Article 41 and Branch 2184's Local Memorandum of Understanding. Management could put you on a different assignment in the building for that day, with the same start time and hour guarantee.

If you would like to get more involved here are a few suggestions: volunteer for one of the Branch sponsored activities like the bowl-a-thon for MDA, or become a food drive volunteer/coordinator, sign up to help out at our family picnic, walk with us at the annual labor parade and of course the easiest of all is attending the Branch membership meeting. In my next article I will focus on the organization of our union, and the benefits it poses for us as CCAs. If you have any CCA related subjects you would like me to address in these future articles, feel free to E-mail the Branch at [NALC2184@sbcglobal.net](mailto:NALC2184@sbcglobal.net).

With Solidarity,

-- Samantha Hales

Canton Shop Steward / CCA

# **Kim Region 6 Report**

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

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

**January 2016**

**Patrick C. Carroll**

#### **Amazon Sunday and Christmas Peak Volumes**

I bet most of you are glad December is gone. Maybe now you can just catch your breath. The Sunday Amazon and Christmas Peak delivery was a monumental success for our customers, mailers and the Postal Service. It also was the most hectic of all seasons the USPS and its employees faced in our history. If there was any break, the weather cooperated in most instances but the volume of parcels was something no one had ever seen before.

The business is good and Amazon could not be happier with the service letter carriers provided. I know that it took many hours of work and every carrier was exhausted throughout the entire month of December but the fact is, ONCE AGAIN, letter carriers delivered like no one ever expected.

Service scores were great throughout the region with scanning well above what was anticipated and scores ranged consistently in the upper 99% on time scanning delivery. Fact is letter carriers did a GREAT JOB and every one of you should be very proud of your accomplishments. I would hope that Management would recognize your efforts. Maybe wishful thinking.

We now need to look for avenues to get enough CCA's on board so we can reduce or eliminate the number of 7 day a week schedules many have faced over the last few weeks.

#### **Contract Negotiations**

Our current National Agreement will expire in May 2016 and we are now in preparation to begin negotiations for a new collective bargaining agreement. Negotiations will begin in Washington DC on February 15, 2016 and will continue until we can reach a negotiated agreement with the Postal Service. NALC President Fred Rolando will have the entire Executive Council participate in these negotiations and a great deal of work is involved in developing strategies for improvements in benefits and working conditions for all letter carriers.

Obviously I cannot give specifics as to what NALC will be demanding but I can assure you we will be looking for the best possible contract for ALL letter carriers.

#### **Livonia Carriers and Customer Connect**

On December 3, 2015 letter carriers in Livonia, MI were recognized for the efforts and achieving top classification in the country in Customer Connect for a level 22 office. Postmaster General Brennan and Area Vice President Jakki Kraig-Stako joined Branch President Sandy Laemmel and myself in honoring the carriers in Livonia for their work in Customer Connect with a breakfast and gifts for every carrier.

Congratulations to Livonia carriers. Your work helps create business and business creates jobs!



## CDRAAP Winding Down

The CDRAAP process has shown that NALC involvement in route adjustments is good for letter carriers and there have been many routes added into all of the districts in Region 6. I would first like to thank all of the members who worked at district offices doing the duties required to properly adjust routes. It is not an easy job but one that needs to be done.

Whether another joint RAAP process is agreed to between the parties at the national level is unknown at this time. If the USPS intends to walk away from the joint process and go back to 6 day counts, we will be prepared to conduct 6 day count and inspection training throughout the region.

## NALC President Emeritus James H. Rademacher (1921-2015)

It is with sadness that we mourn the loss of President Emeritus James H. Rademacher who died December 15, 2015 of natural causes. President Rademacher was a member of Detroit Branch 1 and was President of the NALC from 1968 to 1977. He was 94 years old.

He was a great defender of letter carriers in the early stages of the growth of the NALC and national President during the strike of 1970. He was a great orator and was a great leader during his tenure as National President. He will surely be missed. May he rest in peace...

**In Unionism,  
Patrick C. Carroll  
*National Business Agent***

43456 Mound Road, Suite 501  
Sterling Heights, MI 48314  
Office: 586-997-9917 Fax: 586-997-9916



**Westland Letter Carriers meet with Postmaster General Megan Brennan**



**COME HAVE A BALL!!**  
**NALC BOWLING**  
**FUNDRAISER FOR MDA**  
**Branch 1 vs. Branch 2184**

**SUNDAY, APRIL 10th at 12:30 PM**

CHECK IN BEGINS AT 12:00 PM

**Fundraise a minimum of \$50 and receive**

- 3 Games of 9 Pin No-Tap Bowling
- Pizza and Soda
- Shoe Rental

**Prizes will be given to those that raise:**

- \$100 Receive a T-shirt
- \$250 Entry into drawing for \$100 Visa gift card and T-shirt (one winner)

**\$15 fee per additional bowler**

**For additional information**

**Contact your Branch President or**

**Kendra Kroll, MDA Rep at 734.416.7076**

Cherry Hill Lanes

300 North Inkster Road

Dearborn Heights

313.278.0400



**MDA<sup>®</sup>**



# SIGN ME UP!

## How to contribute to the Letter Carrier Political Fund using your retirement ANNUITY

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

### Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

### Enroll Online

1. Go to [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov)
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

### Enroll by Mail

Complete this form and send to:

NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, \_\_\_\_\_ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my *monthly* annuity payments:  
 \$25  \$20  \$15  \$10  \$5  Other: \$\_\_\_\_\_ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Full Name (please print): \_\_\_\_\_ Branch: \_\_\_\_\_

CSA or Social Security Number: \_\_\_\_\_ Phone: \_\_\_\_\_

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The guideline amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

# Letter Carrier Political Fund Contributors

## Belleville

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

## Dearborn Main

- ✓ Darryl Clay
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Patricia MacDonald
- ✓ Carol Macieczni (R)
  - ✓ Ted Nowc
- ✓ Robert Panchenko
- ✓ David Richardson
  - ✓ Dan Smith (R)
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- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey
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  - ✓ Rosemary Miller
- ✓ Karen Regentik (R)
  - Brian Rodden (R)
    - ✓ Darren Smith
    - ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)

- ✓ Steven White

## Dearborn Heights

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

## Dundee

- ✓ Chatrina Gensler
- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

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

## Inkster

- Phil Ashford
- ✓ Thad Dillard
  - ✓ Eric Gant
- ✓ Roy McMahan
- ✓ Calvin Simmons (R)

## Lincoln Park

- ✓ Thelma Balogh (R)
  - Rodney Bonner
- ✓ Laura Fitzgerald
  - Gary Gore (R)
  - Jennifer Green

- ✓ Paula Hall

- ✓ Ronald Hausch
- William Mason (R)
  - Don Massey
  - ✓ Nicole Pace
  - ✓ Karen Purvis
  - David Reise
- ✓ Barbara Scaggs
  - ✓ Scott Watts

## Monroe

- ✓ Chris Carmon
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
  - ✓ Erik Venzke

## Northville

- ✓ Keshya Boudreaux
  - Betty Karsten
- ✓ Janice Mitchum
- ✓ Valerie Watkins

## Plymouth

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

## Temperance

- ✓ Kari Guthrie

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Colette Graves
- ✓ Casey Pennington
  - ✓ Gary Ritchie

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
  - ✓ Lori Boljesic
- ✓ Veronica Chambers
- ✓ Michael Chevillot
- ✓ Dawnyelle Coure
- ✓ Ted Gagnon (R)
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
  - Katrina Jones
- David Lehman (R)
- David Marshall (R)
- ✓ Walter McGregory
  - John Meleski (R)
    - ✓ Ladonna Miller
- ✓ Marie Shannon (R)
  - ✓ Edward Sikora
    - ✓ Vina Stacy
  - ✓ Carol Thornton
  - ✓ Raymond Tobin

## Fund Contributors

### Canton

- ✓ Lois Fritz
- ✓ Joe Golonka (R)
- ✓ Bonnie Price (R)
- ✓ Samantha Hales
- ✓ Calvin Winbush
- ✓ Timothy Bowsher (R)
- ✓ Alan Grajczyk
- ✓ Gene Meadows
- ✓ Tanisha Payne
- ✓ Larry Rowland
- ✓ Randall Sano
- ✓ Michael Tredway

### Ypsilanti

- ✓ Paul Bordine

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- ✓ Check mark indicates you are signed up for automatic contributions.
- R - Indicates retired members.

**GIMME 5**

## Happy Holidays?

As you all are aware by now, we saw one the heaviest Christmas season ever in the Postal Service and I am glad it's over. But what a huge success it was, especially right before contract talks. We don't hear talk about going down to five days, now its seven days a week and we still aren't caught up. I want to thank all of the Lincoln Park carriers that helped out with the raffle to raise 300 dollars for a Lincoln Park Veteran and his family to save Christmas for them.

To all the new CCAs, when management talks about "giving you discipline" please notify your steward immediately so that you can be fully informed of your rights. And on a final note, I would like send congratulations out to Cecelia, Gary and Rodney on their retirement. We will greatly miss all of you.

-- *Scott Watts*  
Steward, Lincoln Park

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## Contract Corner:

**Q: I am a fulltime career carrier and I finished delivering my route a half hour early. When I came back to the office my supervisor told me that I had to use my annual leave and to go home. Did I have to use my leave?**

**A:** No, in that situation you did NOT have to use your own paid leave. All fulltime career letter carriers have an eight-hour pay guarantee upon reporting for work, per the provisions of Article 8, section 1 of the Collective Bargaining Agreement as well the Employee and Labor Relations Manual (ELM) section 432.31 and 432.61. Note that this a pay guarantee and it is not a work guarantee.

Because of this contractually mandated eight-hour pay guarantee, any fulltime carrier completing all assigned duties in less than eight hours *can never be compelled to use their paid leave* to complete the balance of the day, although he or she may voluntar-

ily choose to do so. However, be aware that by choosing to fritter away your annual leave in this manner you potentially might end up without enough leave to cover all of a scheduled vacation later that same leave year.

Finally, management does have the right to assign additional work up to eight total hours to a letter carrier in a legitimate "undertime" situation. However, this should not to be confused with a bogus management claim of alleged "undertime" based on fictional and delusional DOIS nonsense. Should management instead choose to send a fulltime carrier home prior to the carrier's scheduled end of tour, they must pay the remaining balance of his or her eight hour reporting pay guarantee.

**Q: Does a letter carrier that files a grievance have the right to be present during the initial grievance meeting between their steward and management?**

**A:** The answer to that question is an unequivocal and absolute YES - always. In fact, this is a significantly



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### Contact Your Brookfield Representative!

**Robert Kreager**

Branch 2184 Retired

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underutilized right for any letter carrier, *who should always choose to participate in this discussion*. The applicable Contract language is found in Article 15, section 2 of the Collective Bargaining Agreement and is discussed on page 15-2 of the Joint Contract Administration Manual (JCAM), which states that "if the union initiates a grievance on behalf of an individual, the individual grievant's participation in an Informal Step A meeting is neither required nor prohibited."

In all instances, it is entirely the grievant's own choice regarding whether to be present and to participate in the initial grievance meeting. *Management has no say whatsoever in this determination*. Any letter carrier desiring to participate in the initial discussion of their own grievance should simply notify their steward of their intent to do so. In many instances, the input of the grievant can be helpful for this discussion by providing relevant details pertaining to the issue that might not otherwise be ascertained by the steward or management. This in turn will assist the union's efforts to resolve as many disputes as possible at the lowest level of the grievance process.

**Q: My supervisor told me that if I called in sick the day before a holiday that I would not get paid for the holiday. Is that correct?**

**A:** No, that is not correct, and the supervisor misinformed you. Eligibility for holiday pay for fulltime career employees is defined by the provisions of Article 11, section 2 of the Collective Bargaining Agreement and by the Employee and Labor Relations Manual (ELM) section 434.421, which provides that *"To be eligible for holiday pay, an employee must be in a pay status the last hour of the employee's scheduled workday prior to or the first hour of the employee's scheduled workday after the holiday."* What this means is that any fulltime career employee need only be in a pay status – work, annual leave, or sick leave, during either their last scheduled hour before OR their first regularly scheduled hour after the holiday, in order to receive holiday pay. In the situation described by the question

above, as long as the carrier was paid sick leave for the day before the holiday - OR the carrier either worked or received any form of paid leave for the first scheduled day after the holiday, the eligibility criteria have been met for holiday pay.

One variation of this situation occurs where an employee that was scheduled to work on their non-scheduled day or designated holiday as part of a posted holiday schedule subsequently becomes ill or is otherwise unable to work. It is not possible to receive any form of paid leave on an NS day or on a designated holiday. In this instance eligibility for holiday pay is established by either their work (or paid leave) during the last hour of their last *regularly scheduled* day or by their work (or paid leave) used during the first hour of their first regularly scheduled day after the holiday.

## Attend Your Branch Meetings

Next meeting is April 6th

7:30 pm @ Union Hall

Retirees Meeting on April 13th

12:30 pm @ Union Hall

## 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 **Pat Cross** (Taylor), **Bonnie Kilgore** (Inkster), **John Hubert** (Westland retired), **Greg Walker** (Canton), **Henry Coleman** (Canton) for their donations.

Lets make our new members feel welcome.

For more information call -- 313-295-1640

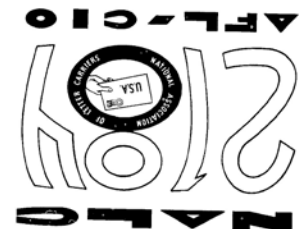


The 24<sup>th</sup> Annual NALC Food Drive is fast approaching we are still looking for food drive coordinators in some of the offices. If you are interested in being a coordinator, contact your Steward or the Branch (phone # 313-295-1640) to see if a coordinator is still needed for your office.

Last year Branch 2184 collected 293,290 pounds of food from our 19 offices. According to NALC headquarters, last year the food drive collected over 71 million pounds. Over the history of the food drive, letter carriers have collected more than 1.4 billion pounds. Furthermore, NALC Headquarters confirmed with Guinness World Records that the NALC owns the current record for the largest one-day food drive in the world. The 77.1 million pounds of food collected in 2011 is the world record to beat. We would like to set a new world record by breaking the one we currently hold.

There is still a great necessity for this type of assistance for people in need. We know that letter carriers are up for the challenge; we know we can count on the letter carriers, rural carriers and the clerks to help out with this effort. If you would like to volunteer to help with the food drive contact your stewards to find out who your coordinator is in your office. We would like to thank you in advance for all your help with the 24<sup>th</sup> Annual Food Drive on May 14, 2016.

-- Casey Pennington and Cathy Tondreau  
Branch Food Drive Coordinator



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