

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October 2019

**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:**

November 6th, 2019  
December 4th, 2019  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

November 13th, 2019  
December 11th, 2019  
(12:30 p.m. - Union Hall)

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## President's Report

### Contract Negotiations Reach Impasse

On September 20th, negotiations for a new collective bargaining agreement with the Postal Service reached an impasse. The current agreement remains in force pending a final resolution of the collective bargaining agreement. The next step is a mandatory 60-day mediation process, as required by statute. During this period the parties will continue negotiations while attempting to agree on a neutral arbitrator, who in the event the parties fail to reach an agreement would chair the interest arbitration board. The board would be made up of the neutral arbitrator, who would serve as chairman along with one management selected arbitrator and one union selected arbitrator.

### Branch Route Inspection Update

On August 23<sup>rd</sup>, the Branch received notification from the Detroit District that seven of our stations had been selected for fall 2019 mail count and inspections. They are as follows: Northville (September 14); Monroe (September 21); Belleville, Trenton, and Wayne (September 28); Canton (October 5); and Dearborn Main (October 26). We were once again given short notice from the USPS regarding these inspections, but thanks to the hard work of our Branch Route Inspection officer Dave Reise and your Branch officers we have been able to conduct route inspection classes for every affected office! This was not a small task considering the minimal lead time we were given by the Detroit District. It was very encouraging to see the large turnout at the classes. We are closely monitoring and analyzing the data and Dave Reise is working with the stewards, preparing them for the potential grievances that may need to be filed. Stay tuned for further route inspection updates.

### 50 - 60 Year Members Honored

At our September 4<sup>th</sup> Branch meeting we honored our latest group of 50- and 60-year members. NALC Region 6 National Business Agent Troy Clark and Michigan State Association President Carl Blassingame were both on hand to make the presentation to 50-year member Ilene Dussia.

*(Continued on page 3)*

## Officers

President.....	Mark Judd
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
Trustee.....	Michele Szafran
Trustee.....	Gloria Warthen
Trustee.....	Felicia Davis
Editor.....	Leonard Zawisa
Branch Scribe .....	Joe Golonka
Injury Compensation.....	Michele Szafran
Injury Compensation .....	Joe Golonka
Web Page Design .....	Jim Hales

## Stewards

Belleville.....	Bryon Hendricks
.....	Greg Bodziak (alt)
Dearborn (Main) .....	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
Dearborn (Annex) .....	Melvin MacDonald
.....	Jacqueline Gregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights .....	Denise Viola
Dundee.....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
.....	Gloria Warthen (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
.....	Robert Clark (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Joshua Nagy (alt)
Northville .....	Valerie Watkins
.....	Beth Bays (alt)
.....	Jennifer Rake (alt)
Plymouth.....	Tamara Bosman
.....	Diego Forshaw
.....	Kristie Nelson (alt)
Rockwood .....	Gloria Warthen
Taylor.....	Michele Szafran
.....	Keith Benedict
.....	Scott Horn (alt)
Temperance.....	313-295-1640
Trenton.....	Tracy Mitchell
Westland .....	Walter Gregory
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Ananias Epps (alt)
Canton.....	Ramon Robinson
.....	John Hite
.....	Lois Fritz (alt)
.....	Tyler Haverstick (alt)
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Smith (alt)
.....	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.

(Continued from page 1)

This year we had eighteen members who qualified for their 50-year gold cards, and one who qualified for their 60-year pin. The following is a list of Branch honorees who unfortunately, were unable to attend: 50-year members Benny Anderson, Thomas Bajkiewicz, Marion Burbo, James Burt, Mary Byrnes, Joyce Florkey, John Forinash, Rebecca Harris, Wesley Lawrence, Jerome Mannlein, Reuben Mellberg, Alice Moyer, James Riddle, Larry Rowland, Clarence Schukofsky, Richard Shields, and James Wozniak; and 60-year member Alan Angove.

On behalf of your Brothers and Sisters here at the Branch, I would like to congratulate our honorees for their many years of loyal and dedicated service to the NALC and to Branch 2184, and for attaining these significant milestones in their Union membership.

### Scholarship Winners

At our September 30<sup>th</sup> Executive Board meeting the Branch Trustees selected the recipients of our four Branch Scholarships for 2019. Congratulations to Justin Snead, son of Ypsilanti carrier Gregory Snead; Alyssa Abaloz, daughter of retired Trenton carrier Alan Abaloz; Dylan McKinney, son of Monroe carrier Shasta Murphy; and finally, Keshawn Bryant, son of Westland carriers Felicia Davis and Kareem Bryant. Each winner will receive \$500 from the Branch to use toward their tuition or other school related expenses. On behalf of the Branch we wish you much success in your chosen fields of study.

### MDA Satchel Drive

On Sunday September 8th, our Branch participated once again in the yearly NALC "Fill the Satchel" drive for the Muscular Dystrophy Association. Our active and retired members once again hit the streets near the Branch 2184 office to collect contributions to help find the cure for neuromuscular diseases. Our volunteers worked the streets and corners from 11:00 till 4:00 filling the satchel for MDA. When the counting was done, we had set a new Branch record collecting \$2161.73! Thank you to all the volunteers who came out and helped us beat last year's total. They are Canton - Joe Golonka; Dearborn Annex - Mark Judd; Dearborn Heights - Jim

Powell and Jim Hales; Flat Rock - Lillian Bogosian; Inkster - Phil Ashford and Scherrie Lacey; Lincoln Park - Scott Watts and Dave Reise; Northville - Val Watkins, Jennifer Rake, and Janice Mitchum; Plymouth - Kristie Nelson; Taylor - Michele Szafran; Westland - Walt McGregory, Felicia Davis, Nakia Whitfield, Katrina Jones, and Ananias Epps; Ypsilanti - Danita Smith.

-- *Mark Judd*  
*President*

## EVP's Report

### Consolidated Casing

I recently have been detailed by NALC Headquarters to go out to different post offices as an official observer for our union in response to the "Consolidated Casing" testing being done by the Postal Service. My core job has been to take notes and to write a detailed report of what I observe on a daily basis in the offices. On each day this began with the time that the letter carriers started (which is usually between 5:00 am and 5:30 am), to the time that the last carrier returns from the field (which is anywhere from 4:00 pm until as late as 9:45 pm).

I have to send a weekly report to NALC headquarters detailing all the contractual violations that I witnessed as well as gather any "Impact Statements" from letter carriers within the office. Impact statements are statements from the carriers in their own words describing how this new Test (Consolidated Casing) has adversely affected their lives. I have heard and read stories from carriers that range from single parents not being able to get their children off to school anymore because the time change of their schedule to 5:00-5:30 am, to carriers not being able to spend time with their spouses and significant others because of the amount of time they are now being required to work. In every site that I have been to, most carriers work at least 9 hours in a day, and this ranges all the way up to 14 hours in a day. The contract violations I have observed are massive in nature.

My detailed reports are also sent to the NALC National Business Agents of whatever region I am in

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as well as to the local NALC Branch president so that they can file the appropriate grievances for their carriers.

Right now, there are no offices in our branch that have the Consolidated Casing testing occurring. That can change at any time. When and if that happens, we will keep you all informed.

## Regional Training (K.I.M.)

NALC Region 6 just conducted its annual K.I.M. (Kentucky, Indiana, Michigan) training at the Northern Kentucky Convention Center in downtown Covington Kentucky, October 12-14, 2019. There were about 450 letter carriers from the three states in attendance for this training.

Region 6 National Business Agent Troy Clark and his two Regional Administrative Assistants, David Mudd and Kyle Inosencio put the training together for the region. Branch 2184 Vice President Joe Golonka and Branch Trustee Michelle Szafran were instructors for a class about Safety and I was an instructor for an Article 16.7 (Emergency Placement in Off Duty Status) class along with Regional Administrative Assistant David Mudd.

The guest speaker for the training was NALC National Executive Vice President Brian Renfroe. EVP Renfroe spoke on a lot of issues that are impacting letter carriers, including current contract negotiations with the Postal Service for City Carriers, the Consolidated Casing testing in some offices, and about the most important issue of all, legislation.

That's right, like it or not, legislation is the most important issue for us as letter carriers and will always be the most important issue for us. EVP Renfroe went on to explain that even if NALC President Fred Rolando and the Executive Council negotiate the best economic contract in the history of NALC, it would mean nothing if our employer goes out of business.

There is current legislation that we all need to become educated about, such as H. Res. 23 (Door to Door Delivery), H. Res. 33 (Privatization of the Postal Service), H. Res. 54 (Six Day Delivery) and H. Res. 2382 (Fairness Act). If the Congressional leaders on Capitol Hill don't support these letter carrier friendly, pro-Postal Service bills, everything we

have fought for and have attained over the years can be GONE!

It is critically important that each one of us who is in a leadership role understands how important legislation is, and to reach one, teach one. In other words, reach out to a fellow NALC union brother or sister and let them know what these bills are and what they mean to our jobs and benefits.

If you are not signed up for the Letter Carrier Political Fund (LCPF), what are you waiting for? Five (\$5) dollars a pay period is all that NALC is asking for you to donate if you are an active carrier, or at least five (\$5) a month if you are a retired carrier. There are multiple ways that you can contribute to LCPF:

1. **Payroll deduction**: Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck. (see page 10 for PostalEASE online Enrollment)
2. **Direct bank withdrawal**: You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account
3. **Annuity deduction**: Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.

You can also contact any of your branch officers at (313) 295-1640, and they will be happy to assist you. The job you save just may be your own!

*In unionism,*

-- *Walt Gregory*

*Executive Vice President*



# VP's Report

## Divide and Conquer

One of the more insidious but effective tactics that Postal management uses on the post office work floor has its origins in a social and political strategy that is as old as human history. Commonly known as "divide and conquer," its intent is to divide employees among themselves and by doing so weaken the ability of employees and their representatives to address workplace injustices and inequities. For example, "you wouldn't have to work this overtime if carrier X hadn't called in sick," or "the reason you can't have the day off is because carrier Y can't get their route done on time," as well as similar nonsense that is routinely spewed by some in management.

However, here's a newsflash: Carrier X and carrier Y are not responsible for properly staffing a USPS Installation. Postal management is. Carrier X and carrier Y are not responsible for properly adjusting letter carrier assignments or for competently planning and assigning work. Postal management is. But sadly, for some it is just so much easier to blame their coworkers for ongoing problems caused by management's inability to properly staff and to schedule, or to competently evaluate and assign workload.

It is also so much easier for some letter carriers to point fingers at others such as their injured coworkers than it is to hold management accountable for creating a safe working environment and encouraging safe work practices. It is management that relentlessly attempts to intimidate and micromanage letter carriers into working in a manner that inevitably leads to on the job injuries. Additionally (and we have all known this type of person), there is the coworker that is always far more concerned about what everyone else is doing than with their own work.

**Fortunately, "divide and conquer" tactics can be easily rendered as ineffective simply by choosing NOT to listen to anything that management – or anyone else has to say that does not involve your own work.** First of all, it is actually none of your business. Additionally, if you feel that management's actions or decisions in the workplace have violated your contractual rights, then request to

see your steward and the union will investigate to determine the facts and circumstances of the situation. Finally, for those that always just have to know what everybody else is doing, try finding something useful to do with your life.

## Help Wanted

A somewhat startling statistic, at least to me, is that about 50% of the current active members of the NALC began their work for the Postal Service as City Carrier Assistants (CCAs). Add in some former Transitional Employees (TEs) that became CCAs following the January 10, 2013 Das Contract Arbitration award and it is clear that our Union's membership has changed very significantly during the past six and a half years. This has presented some representational challenges for the NALC and for Branch 2184, as the Postal Service has sought to manipulate and to intimidate the newer carrier force. However, the profound changes within our active membership have also created some unprecedented opportunities.

The current membership of Branch 2184 spans more than three generations, with about 75 years separating our youngest CCA and our oldest retired member. Some of our retired members participated in the legendary strike in March 1970, and it would still be another 30 years after the strike before our youngest current members were even born. The changes within our membership have also brought us an unprecedented level of diversity and perspective, not just culturally but also in personal life experience.

Contrary to those who foolishly fear and resent the vast diversity and different perspectives that exist within our membership as well as those that exist (in a much larger context) within our entire nation, this wide-ranging diversity is the true source of our union's as well as America's strength and potential. Everyone's ideas, everyone's talents, and everyone's contributions make us immeasurably better, but only if they are welcomed and heard. Unionism is by nature born of inclusiveness, and bringing together those of diverse backgrounds and experiences results in a richness and a vast potential for the betterment of all.

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The scope of diversity within our membership is already reflected in Branch 2184's steward and officer corps. We also are fortunate to have a vast breadth of experience within the "union business," ranging from just a few months to more than 46 years of service to our membership in various representative capacities. It is this continuing infusion of representative talent and dedication that enables our Branch to maintain its customary level of excellence year after year. The work is by nature challenging and is not for everyone, but it is ultimately very rewarding. Seriously consider this question – what about you?

### **The Challenges and Rewards of Leadership**

There is undeniably no more challenging job in the union business than that of a NALC station steward. However, there also is no more effective way to make a difference in the workplace than advocacy on behalf of the union and our members. Know in advance that there are no shortcuts; it takes patience and many, many hours of experience and training (and at times, a lot of frustration) to learn the art and the science of effective union representation. However, the NALC at the Branch level and above will provide everything that you need to succeed.

Those that wish to "move up" in the union business will quickly find that there is only one path for success. There are no finer examples of this than Branch 2184's very own NALC Leadership Academy graduates, Walt Gregory and Michele Szafaran. Both Walt and Michele have put in the time, they have done the work, and they continue to do even more work, ever increasing their skills and effectiveness.

Also be aware that prospective union representatives must check both their egos as well as any personal agendas at the door, and they must leave them there. Our labor contract with the Postal Service is not open to selective or personal interpretation, and our representative duties cannot be tainted by personal bias or opinions about other employees. Above all else, NALC stewards represent our members by representing and consistently enforcing the

NALC/USPS Collective Bargaining Agreement.

If you are interested in finding out more about the uniquely rewarding challenges of union representation, please feel free to talk with Branch President Mark Judd, Executive Vice-President Walt Gregory, or Vice-President Joe Golonka anytime, or attend one of our steward meetings as an observer. Although our station stewards are normally elected every three years by the members in their respective stations, the Branch President can appoint alternate stewards as well as fill steward vacancies where they exist. Additionally, there are many other ways for everyone to contribute to our collective cause as Union activists. Don't wait, because the future has already arrived, and that future is you.

-- Joe Golonka  
Vice president

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## **2019 FEHB Open Season Dates and Options Announced by OPM**

The Office of Personnel Management (OPM) officially announced the dates for the **2019 Federal Benefits Open Season** which will run from Monday, November 11 through Monday, December 9, **2019**. This **open season** is for the 2020 plan year of **federal** benefit programs.

During the annual open season, federal employees can enroll, change plans or plan options, change enrollment type, or cancel their enrollment for the:

Federal Employees Health Benefits (FEHB) Program

Federal Employees Dental and Vision Insurance Program (FEDVIP)

Employees can also re-enroll or newly enroll in the Federal Flexible Spending Account Program (FSAFEDS)

## NALC - Region 6

### National Business Agent's Report

Brothers and Sisters,

**Contract - what contract?** Yes, our contract is still enforceable. Even though we were unable to agree on a new contract prior to September 20<sup>th</sup> 2019, Article 43 has a "Duration" provision which states (in part):

*"...unless either party desires to terminate or modify it, for successive annual periods. The party demanding such termination or modification must serve written notice of such intent to the other party, not less than 90 or more than 120 days before the expiration date of the Agreement."*

Neither party requested termination or modification.

So, what's the next step? There is a 60-day mediation period, where an appointed mediator will attempt to find commonality between the parties. While this mediation period is going on, the parties will also be selecting a national arbitrator to hear arguments should we once again come to impasse. It is highly likely this will be the case. President Rolando has stated repeatedly this negotiating period will not be as protractive as the last negotiating period. Keep up to date on the NALC website for any updates.

#### Route Inspections

Our office has been conducting several Route Count and Inspection (RCI) trainings at the request of branches throughout the region. To date, we have done over 10 trainings with another two scheduled - and that's just since August! Whether you are having a Route Count and Inspection or not, the training we do helps carriers to remember what is expected and required per the handbooks and manuals. I encourage any branch to request this training. Management doesn't want our carriers to know what our requirements are (unless they are tasked with issuing discipline from a higher-up) because it takes T-I-M-E! I understand carriers may not want to set in a three-hour training after they have put in 10 hours at work - or taking a part of one of the non-scheduled days to set in a classroom, however, they - we - have a career interest at stake. Not only do we want a properly adjusted assignment, but we should also want every full-time assignment possible posted for bid. This leads to more assignments, more career opportunities and

even, for local management, an easier and fairer way to manage a budget. Unfortunately, the bean counters in the Postal Service don't want any part in a fair adjustment process. That's why we haven't been involved in a joint route adjustment process in years. They, management, just want to take, take and take. All the more reason why we should urge our members to take a few hours out of one of their weeks to be enlightened and/or refreshed as to why we need to be united in protecting our jobs and the jobs of our fellow union brothers and sisters. Please call the office to schedule a training.

#### Consolidated Casing Initiative

We now have four sites in our region that are involved in the Consolidated Casing Initiative. They are Detroit - Strathmoor Station, Louisville - Martin Luther King Jr. Station, Grand Rapids - Wyoming Station, and Terre Haute-Main. As you probably know, the NALC filed an injunction to stop the Postal Service continuing this "Initiative" until our national-level grievance can be heard and adjudicated. The hearing was held on September 25<sup>th</sup> and the judge requested both parties to submit briefs. The briefs are due approximately two weeks from the date of the hearing. Those of you that are a part of one of those sites or any of our NALC Observers at each of the sites know this process is not working. Management has violated our contract (multiple issues) at each of these test sites to which the NALC is grieving. Rest assured, President Rolando is not backing down one bit; assuring we have the resources to file any and all grievances that are identified. We have many well-trained union advocates watching all facets of management's "Initiative". This Initiative is an attack on our collective bargaining. There are no provisions that allow management to conduct such tests without the union's involvement. We have seen them in court, and we will, likewise, see them at arbitration to bring justice to our members!

#### Union Consolidated Activists

I would be extremely neglectful if I don't recognize the men and women from region 6 that have stepped up to help us during this Consolidated Casing Initiative as being a NALC Observer. These

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activists spend an enormous amount of time helping to identify issues for the local branches. They are: RAA David Mudd, Tom Froreich (branch 1), Elaine Jones (branch 1), Donald Walton, Jr. (branch 1), Tony Weddle (branch 14), Ron Osborne (branch 14), Tina Davis (branch 14), Steve Amrhein (branch 39), Jim Gilmour (branch 39), Darrell Helsley (branch 56), Don Karl (branch 56), Matt Tanner (branch 122), Al Davenport (branch 122), Tom Minshall (branch 246), Paul Gillie (branch 256), Jason Stone (branch 377), Kim Drake (branch 378), Pam Jones (branch 533), Josh Peterson (branch 828), Ronnie Roush (branch 888), Walt McGregory (branch 2184), Jason Grubb (branch 2856), and Amanda Castano (branch 3126).

When you see any of these union brothers and sisters please thank them for helping us, the union, in protecting our jobs!

In Solidarity,

-- Troy Clark

*National Business Agent*

*Region 6 Kentucky - Indiana - Michigan (KIM)*

## **You are the Union Attend Your Branch Meetings**

### **Branch Meetings**

**November 6th, 2019**

**December 4th, 2019**

**7:30 pm @ Union Hall**

### **Retirees Meetings**

**November 13th, 2019**

**December 11th, 2019**

**12:30 pm @ Union Hall**

## **OUR ADVERTISERS**

## **ARE YOUR FRIENDS**

## **MENTION YOU SAW THEM**

## **IN OUR NEWSLETTER.**



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- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

### **Contact Your Brookfield Representative!**

**Denise Kreager**

Retired Letter Carrier

4953 Sycamore Newport, MI 48166

**313-478-5910 (voice)**



## FILE THAT GRIEVANCE

OWCP defines a traumatic injury as an injury that is sustained during the course of one tour. This means if you know the date and where it happened; you need to file a Ca-1 (the injury report). This is given to you by management and **you** fill it out.

**ELM 545.724** -- ensure continuing eligibility for COP, an employee must:

- a. Complete and submit Form CA-1 to the employing agency as soon as possible, but no later than 30 days from the date the traumatic injury occurs.

If management insists on filling this out on their computer ask them to print it out and you will complete it. If they still will not allow you to fill it out, do what they instruct and file a grievance with your steward.

Management has responsibilities when it comes to an injured carrier. The Employees Labor Manual (ELM) 544.111 states: When a notice of traumatic injury or occupational disease is filed, the **immediate supervisor is responsible** for doing the following:

- a. Immediately ensuring that appropriate medical care is provided.
- b. Providing the employee a Form CA-1 or a Form CA-2.
- c. Completing the receipt attached to Form CA-1 or CA-2 and giving the receipt to the employee .

Make sure you get that receipt. This proves that you did file a claim for your injury. If management fails to give you the receipt, file a grievance with your steward.

Last month an injured carrier called me, and informed me that they were on their way to get treated. I asked what forms did management give them and was shocked to learn that management was sending them to the doctor with just a Ca-20 (physician report) and a Ca-17; duty status report (restrictions).

**ELM 545.21** When an employee sustains a work-related traumatic injury that requires medical examination, medical treatment, or both, the control office

or control point **must authorize such examination and/or treatment by issuing a Form CA-16**

I called the station and talked to the supervisor. Their response to me was that if the facility has an issue they will call and they will authorize it over the phone. This is incorrect. Management **must** authorize treatment by issuing a Ca-16. Management cannot circumvent the contract because they don't want to take the time necessary to pull and fill out the proper forms. This ultimately will affect you and your injury claim. Had this carrier not had the foresight to call and seek advice, their injury claim could've been delayed or denied. If management fails or refuses to give you the Ca-16; file a grievance with your steward.

Most of our issues with denied injury claims stem from management giving poor advice to our injured carriers. Please seek out help from us here at the branch office, and don't be afraid to file that grievance!

Starting January 23, 2020, the Department of Labor will allow us to file Ca-1s and Ca-2s (injury reports) directly with them. This hopefully will stop the delay in the processing of claims.

-- Michele Szafran  
Injury Compensation Specialist





# SIGN ME UP!

## How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

### Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>  
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"  
If you have not yet set up a password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/welcome.xhtml>  
If you forgot your password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 0 1 7
8. Enter your 17-digit Account Number \_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5  
*See instructions in step D at right*
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ \_\_\_\_\_  
*The maximum yearly amount is \$5,000*
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:  
\_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5

To get to Postal Ease through Lite Blue:

- Got to [www.liteblue.usps.gov](http://www.liteblue.usps.gov)
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

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 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.

## Retirement Counseling!

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

This Branch 2184 Member Service is just that, a service for members only!

Please contact the branch office at least 90 days prior to your expected retirement date so we can schedule your appointment. It is recommended that you send in your paperwork at least 30 days in advance of your retirement date.

**Branch 2184 Phone: 313-295-1640**

## 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 **Rajit Sandhu** (Canton), **Kim Pinkston** (Wayne), **Barbara Scaggs** (Lincoln Park Retired), **Joann Bomia** (Dearborn Annex Retired), **Dave Rowland** (Ypsilanti), **Edith Tertzakian** (Retired Westland) and **Michael Harvey** (Dearborn Annex) for their donations.

CCAs please call prior to coming in so that we can make sure someone is available to assist you.

Lets make our new members feel welcome.

For more information call  
313-295-1640



**GIMME 5**

## 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”**

## Contract Corner:

**Q: Management did an investigative interview with me. My steward was there but management did not allow the steward to speak or to advise me. Can they do that?**

**A:** Management's conduct in this situation violated your *Weingarten Rights* as well as the steward's rights to fully represent you during an investigative interview. **Specifically, Federal Labor Law, known as the Weingarten rule, gives each employee the right to representation during any investigative interview which he or she reasonably believes may lead to discipline.** A union representative in this situation is just that – a representative, not just a witness to the proceedings.

The determination of "reasonably believes" is made by the employee, not by management. Sometimes management will directly state that the interview could lead to discipline. In other situations, it is the nature of the questioning itself that often leads an employee to have a reasonable belief of potential disciplinary action.

Additionally, although an employee does not have *Weingarten Rights* during an official discussion, management will sometimes deviously attempt to mask an investigative interview under the guise of an alleged official discussion. The key is the content and direction of a so-called "official discussion." If management begins asking questions of an interrogative nature instead of discussing an alleged minor offense with an employee, it is no longer an official discussion but instead has actually become an investigatory interview, and the employee should immediately request union representation at that time. If it walks like a duck and quacks like a duck...

Be aware that *Weingarten Rights* are NOT automatic. The employee must actually request representation in an investigative interview, and management is not required to inform them of this right. **Once exercised, the steward has the right to fully participate in the interview process. Any attempt by management to refuse to allow the steward to speak or otherwise restrict the role of the steward to that of a passive observer violates the employee's *Weingarten Rights*. Employees also have the**

**right under *Weingarten* to a pre-interview consultation with a steward.**

Finally, although the Employee and Labor Relations Manual (ELM) Section 665.3 requires all postal employees to cooperate with investigations, a letter carrier still has the right under *Weingarten* to have a steward present before answering questions in this situation. The carrier should respond that he or she will answer questions once a steward is provided.

**Q: Management in my office said that they could tell us when and where we could have lunch on our routes. Can they do that?**

**A:** No, management misinformed you. In accordance with the M-41 Handbook, City Carriers Duties and Responsibilities, section 251.6 as well as Exhibit 251, the regular carrier enters this information on Form 1564-A (Delivery Instructions) which should be found in the route book for every individual letter carrier assignment. The T-6 carrier for the assignment also enters this information for the days that he or she is assigned to the route.

**Both the regular carrier on an assignment as well as the T-6 carrier for that assignment can choose up to three separate locations for lunch, as well as choosing the times when they will be leaving the route for lunch.** Although management does have final approval of these choices, they are the carrier's choices to make to begin with. Additionally, management's arbitrary disapproval of a reasonable lunch location or time chosen by a letter carrier is subject to the grievance procedure.

Regarding the time at which lunch is taken, the Employee and Labor Relations Manual (ELM), section 432.33, provides that except in emergency situations an employee cannot be required to work more than six continuous hours without a meal or a rest break of at least a half hour. Unfortunately, this regulation is commonly misconstrued as meaning that an employee must take their lunch within six hours of the start of their tour. **However, that is not the case; it only means that an employee cannot be required to work beyond six hours without a lunch.** An employee can choose to schedule their 30-minute lunch period at a later time.

Finally, all letter carriers should be aware that lunch begins at the point where the carrier leaves their line of travel on their assignment, and it ends

when the employee returns to this point of travel. Thus, travel time to and from a chosen lunch location counts toward the 30-minute lunch allowance, and this should be considered when choosing your three authorized lunch locations.

## **Winter Walking**

As summer fades into fall; fall will fade into winter. This is coming faster than we think, and we need to make sure we are prepared. Slip, trips and falls are our biggest industrial accidents, and <sup>90%</sup> of those happen while we are in the field delivering mail. Michigan winters are known to be challenging in our line of work, so we need to do our part to be safe this winter.

If you haven't already done so, make sure you have the right gear for walking this winter season. This will include boots, hats, jackets, gloves and cleats. Management is responsible for providing us with cleats. Check with them to make sure that a cleat order went in so by the time the ice and snow falls, we will have them.

Don't forget the hat. We lose most of our body heat through our head, so it's important to wear a hat to keep that heat in.

Dress in layers! You will want at least three layers.

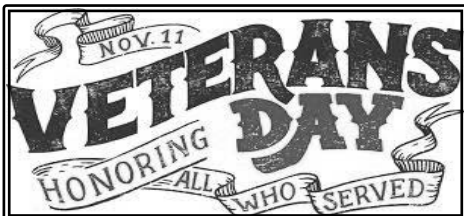
1. Base layer (underwear layer); wicks sweat off your skin
2. Middle layer (insulating layer); retains body heat
3. Outer layer (shell layer); shields you from wind and rain

Even if you don't wear all three layers at the outset, it's a good idea to take them with you to the field. You can peel off layers if things heat up, but you can't put on layers that you didn't bring along.

We spend the majority of our day in the elements; dress accordingly and stay safe.

-- Michele Szafran

*District Safety Committee Member*



NALC Region 6 National Business Agent Troy Clark, Michigan State Association President Carl Blassingame and Branch President Mark Judd were all on hand to make the presentation to retired Trenton Post Office 50-year member Ilene Dussia.

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

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- ✓ Orlando Allen
- ✓ Gregory Bodziak
- ✓ Bryon Hendricks
- ✓ Lynn Taylor (R)
- ✓ Cindy Trzeciak (R)

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- ✓ Darryl Clay
- ✓ Symone Coleman
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Hussein Ghoteimi
- ✓ Yvonne Jackson
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

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- ✓ Joe Garcia
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## Grosse Isle

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- ✓ Mary Renaud (R)
- ✓ Gloria Warthen

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- ✓ Scherrie Lacey
- Diana Taylor
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- ✓ Paula Hall

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- ✓ Scott Watts

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- ✓ Dwayne Conley
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- ✓ Cynthia Harris
- Katrina Jones

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✓ Check mark indicates you are signed up for automatic contributions.  
R = Retired members.

Protect your job "Give to the Letter Carrier Political Fund today!"

Call 313-295-1640

### LCPF Disclaimer

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 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. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

# Allie Brothers Uniform Store

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- ◆ Complete inventory of postal uniforms and shoes
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# 2019 MDA Satchel Drive



**Branch 2184 volunteers collected \$2,161.23 dollars for Muscular Dystrophy**



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