



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October 2015

**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 4th, 2015  
December 2nd, 2015  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

November 18th, 2015  
December 9th, 2015  
(12:30 p.m. - Union Hall)

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## President's Report

### 50-60-70 Year Members Honored

At our September 2 Branch membership meeting we honored our newest 50, 60 and 70 year members. NALC National Business Agent Pat Carroll and Michigan State Association President Carl Blassingame were on hand to assist with the presentation of Gold cards to 50 year members, Carlton Flynn, David McKinney, and Howard Osborne. All three were Dearborn letter carriers during their USPS careers.

This year we had seven members who qualified for their 50 year gold cards, along with three who qualified for their 60 year pins and two who have reached their 70<sup>th</sup> year of NALC membership. The following is a list of Branch honorees that were unable to attend: 50 year members Paul Garland, Florence Gordon, Lester Kitchen, and Harry Richards; 60 year members Ronald Feria, Carl Gray, and Thomas Wade; and last but certainly not least, our 70 year members George Douglas and Lewis Robinson. On behalf of your Union Brothers and Sisters, I would like to congratulate all of our 50, 60 and 70 year members for their many years of loyal and dedicated service to the National Association of Letter Carriers and to our Branch, and for attaining these significant milestones in their Union membership.

### Scholarship Winners

At the September 28 Executive Board meeting our Branch Trustees selected the recipients of the four Branch Scholarships for 2015. Congratulations to Julianne Sherman, daughter of newly retired Northville carrier John Sherman; Julia Keister, daughter of Monroe carrier David Keister; Raymond Powell, son of retired Dearborn Heights carrier Jim Powell; and finally Lucas Kuzala, son of retired Dearborn carrier Joanne Kuzala. 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.

*(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)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Jim Holland
.....	Beth Maliszewski (alt)
.....	Valerie Watkins (alt)
.....	Keshya Boudreaux (alt)
Plymouth.....	Don Oziemski
.....	Heather Childers
.....	Bob Venning (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
.....	Dawn Gable
Temperance.....	313-295-1640
Trenton.....	Casey Pennington
.....	Justin Cooper
Westland .....	Walter McGregory
.....	Felicia Bryant
.....	Vina Stacy (alt)
Canton.....	Samantha Hales
.....	Katrina Jones
.....	Lois Fritz (alt)
Ypsilanti .....	Mike Tredway
.....	Paul Bordine
.....	Tanisha Payne (alt)
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)

### Address Correction Requested

When you move, change your name, leave the letter carrier craft, retire, or your phone number changes, we need to hear from you. Your member benefits, newsletter and other mailings may be affected if we don't have the new information. It only takes a phone call or drop us a note. We will do the rest.

**Call 313-295-1640**

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Presidents Report

## MDA Satchel Drive

On Sunday September 13, Branch 2184 once again participated in the annual NALC Satchel Drive for the Muscular Dystrophy Association. Both active and retired Branch 2184 letter carriers were on the street corners near the Union office on Ecorse and Monroe. Our volunteers from Canton, Dearborn, Dearborn Heights, Inkster, Grosse Ile, Lincoln Park, Plymouth, Northville, Trenton, and Westland worked from 11:00 am until 3:00pm, filling the satchel for MDA. Our final tally for the days event was \$1,687. Thank you to all the volunteers who gave up part of their Sunday to make our "Satchel Drive" a success. They are Phil Ashford, Keshya Boudreaux, Felicia Bryant, Joe Golonka, Katrina Jones, Patricia Linna, Walter McGregory, Janice Mitchum, Casey Pennington, Jim Powell, Dave Reise, David Richardson, Vina Stacy, Denise Viola, Gloria Warthen, Valerie Watkins, Brandon Watts, Scott Watts, and Mark Judd.

## MDA Canister Drive

In the last edition of the "Speaks" I asked for your help in keeping our Labor Day Canister Drive for MDA tradition alive. By all accounts you responded in a very big way! This year's canister drive brought in a record amount of \$3081.95! This tripled last year's effort. For those of you who made a contribution I thank you for your generosity. Because of you, the monies raised will be enough for MDA to send three kids to camp in 2016. Special thanks go out to our stewards and MDA coordinators who took the time to pass around the canisters in their offices. This year's top three offices for the canister drive collections are as follows; Dearborn Annex \$900, Westland \$450.13, and Canton \$440.

-- *Mark Judd*  
President

# EVP's Report

## Letter Carrier Political Fund

If you haven't heard by now, the new name for the NALC's Political Action Fund (PAC) is the Letter Carrier Political Fund. COLCPE (Committee on Letter Carrier's Political Education) was too complicated and that's why our national officers decided on the change. With this change, there is nothing you need to do if you are an automatic contributor. If you are an annual contributor, you will need to make your check or money order out to Letter Carrier Political Fund.

For those active members that are thinking about retirement and are scheduling retirement counseling with our retiree officer Leonard Zawisa; he will be providing you with an information sheet to show you how to contribute to the Letter Carrier Political Fund directly from your annuity check. For any additional questions or if you need assistance signing up for our Letter Carrier Political Fund, don't hesitate to contact the Branch 2184 Office at 313 295 1640 Monday thru Friday 9 a.m. to 5 p.m., and on some days as early as 8 a.m. or as late as 7 p.m. when Branch President Mark Judd, Vice-President Joe Golonka, and I are burning the "midnight oil." Remember, the job you save just may be your own!

## Customer Connect

Since mid-2003, our nation's letter carriers have successfully utilized Customer Connect to take advantage of their special relationship with businesses, by encouraging business patrons to ship with the U.S. Postal Service instead of with a private delivery service. I am proud to announce that the Customer Connect program has reached and surpassed the **MILESTONE of \$2 BILLION DOLLARS!** Congratulations to all that have been a part of this great accomplishment. As of the week ending October 2nd, 2015, the Customer Connect Program has reached \$2,020,881,715.00 of additional revenue for

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**EVP's Report**

the Postal Service, and still counting.

But there is still room to improve, brothers and sisters. Just imagine if every city letter carrier submitted just one lead per month. The potential new revenue for our employer would be endless. Even if the lead that you submit doesn't turn into revenue or a sale for our employer, the fact that you participated in the program may end up getting your office a breakfast, compliments of the Detroit District Performance Cluster. For more details on the Customer Connect program, please don't hesitate to see your Customer Connect Coordinator, supervisor or Shop Steward. Let's keep our Postal Service going for generations to come!

**CCA Uniform Bank**

The Branch 2184 CCA Uniform Bank has become low on stock because of the recent hiring of so many new CCAs. We are coming into the winter months and we still need your gently used winter clothes and gear, in ALL sizes, big, small, tall and short. Thank you to all of the retired and active carriers that have made our CCA uniform bank a success. If you have items that you would like to donate to the CCA Uniform Bank, please bring them into your office and give to your Shop Steward. He or she will make sure that the items get to the Branch 2184 office. You will also get your donation recognized and name printed in the next Branch 2184 Speaks.

**New Officers Training**

I attended the New Officers Training in Atlanta, Georgia that was conducted by the NALC National office on September 20<sup>th</sup> through 24<sup>th</sup>. Some of what this training covered: Constitution and Bylaws, Ethics, the Department of Labor, Reporting Preparing LM Forms and 990s, What Am I Signing?, and Managing Branch Finances. Other subjects covered included: Creating Transparency, Fiduciary Issues and Practices, Payroll and Wage Issues, Travel, Reimbursements and Per Diem, Handling

MDA Funds and PAC Funds, Internal Controls, Fraud Prevention and Detection, and Auditing Branch Records.

Additional subjects that were covered included: What Policies Should Your Branch Have?, Questions You Should Be Asking as an Officer, Running a Branch Meeting, Why Minutes Matter, Member Notification, Requirements of Electronic Recordkeeping, Branch Elections, Membership Issues, and Planning and Budgeting. The training was conducted by NALC National Secretary Treasurer Nicole Rhine and Assistant Secretary Treasurer Judith Willoughby, along with some others from our National Union.

I learned a lot and will be working with other Branch 2184 leaders to continue to move our branch in the right direction.

*In unionism,*

-- *Walt McGregory*

*Executive Vice President*

# VP's Report

**The Division of Labor**

"For I am also a steward; did you not know?" (J.R.R. Tolkien, *The Return of the King*)

The phrase "division of labor" has significant meaning in the academic study of economics and also in the realm of political science. However, this expression also has a more basic meaning in a Union-represented work environment such as exists with city letter carriers in the United States Postal Service, specifically applying to the structure and division of work floor responsibilities. This sometimes contributes to an unsettled and even antagonistic work place environment, and no one is more often caught up in having to deal with this than the NALC shop stewards in each of our Branch 2184-represented stations.

It is often (and quite correctly) said that the most difficult job of any union representative is that of the work floor shop steward. On the surface this job seems straightforward enough – the enforcement

of a union-negotiated labor contract and the protection of the rights of employees covered by the provisions of the labor contract. However, as every steward quickly learns, there is much, much more to that equation. NALC Stewards are sounding boards, counselors, and mediators of issues and disputes that range far beyond the scope of a labor contract, typically without receiving any form of thanks or words of appreciation. All of this and still more, even while these men and women also perform all the duties and responsibilities of a city letter carrier.

This is where the division of labor in a union-represented work environment comes in. Management manages, or at least allegedly does so, although a strong and compelling argument can be made that city letter work can and should be entirely self-directed. That, however, is a subject for discussion at another time. Management's rights, as broadly outlined in Article 3 of the Collective Bargaining Agreement, include hiring and most administrative decisions, as well as assigning work to craft employees.

City letter carriers and other USPS craft employees have real and essential jobs and they perform the real and essential work of the Postal Service. **Without city letter carriers there is no Postal Service, period.** By contrast, 90% or more of its current management employees could disappear tomorrow and no one would even notice. There would not only still be a Postal Service, but one that is considerably more efficient and profitable. The vast hoard of non-productive management employees currently infesting the USPS provides nothing of actual value and performs no work that is in any manner essential to the mission of the organization.

City letter carrier duties are wide-ranging and are mentally and physically demanding, but they are also clearly defined. Most of all they are intrinsically necessary to the core function of a public Postal Service. However, letter carriers do not supervise anything other than their own daily work. This means that management decisions involving other employees, no matter how misguided or inept, should generally be of no concern unless it directly

affects a letter carrier's own work duties. This includes, but is not limited to management decisions regarding what mail is to be delivered and/or curtailed on other assignments and the means of accomplishing this. Perceptions of favoritism, even if validated, merely diminish a supervisor's credibility and respect in the eyes of other employees, negatively impacting the supervisor's effectiveness.

However, when management decisions and consequent actions **violate the provisions of our labor contract**, which includes USPS handbooks and manuals as well as applicable laws, **and these contract violations directly and adversely impact the rights of one or more letter carriers**, then the NALC steward becomes involved in his or her role as a contract enforcer. The steward first investigates and then seeks a make whole remedy for the affected letter carriers by utilizing the Article 15 grievance process when contract violations are discovered and documented. A very common example is a contract violation or violations committed by management when assigning overtime work.

The previous three paragraphs outline the division of labor on the post office work floor, with the NALC shop steward fulfilling two roles, that of a contract enforcer and that of a letter carrier. Although your stewards have been elected or appointed to function officially as work floor union representatives, in a broader but very real sense we are ALL stewards of each other as Union brothers and sisters.

Every active letter carrier can make the work floor a much better place **by focusing on their own work and on the actions and behavior of management, not on the work of other letter carriers.** The difficult job of a shop steward is made easier when he or she knows that there are extra sets of eyes and ears monitoring management's conduct and actions. This ensures that contract violations committed by management as well as instances of management misconduct are much more likely to be caught and corrected by the Union, and appropriate remedy obtained for those who were harmed by management's actions. **You too, ARE also a steward.**

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## Don't Sign Those Forms!

We have been made aware that management is continuing a long term practice of providing letter carriers who are injured on the job with inappropriate and unnecessary forms, the completion of which can be detrimental to the interests of the injured letter carrier. The only form that is absolutely essential for completion by an injured letter carrier is OWCP form CA-1. Typically, management provides the employee with a stack of forms, one of which should NEVER be signed by an injured carrier. This is form 2488, "Authorization for Release of Medical Information." **Employees cannot be compelled to sign this form under any circumstances.** Be aware that by signing this form, you are giving management carte blanche to scavenge through any aspect of your medical history. **It is the strong advice of your Union that you should never, never sign this form.** Merely give this form back unsigned or just toss it.

Additionally, management has been providing injured letter carriers with unnecessary Family and Medical Leave Act (FMLA) forms. As background, the FMLA was passed by Congress in 1993 after a decade of intense Republican opposition and was promptly signed into law by President Bill Clinton. During the 22 years since, the FMLA has proven to be extremely valuable for millions of American workers and their families, including thousands of letter carriers. The FMLA allows for up to 12 weeks of leave per year for an employee's own qualifying medical condition or that of a qualifying family member, including the birth or placement of a child (both parents).

However, leave it to the Postal Service to find a way to use a good thing in a manner which is detrimental to its employees. Letter carriers that are injured on the job are covered by the provisions of another law, the Federal Employees Compensation Act (FECA), which is administered by the U.S. Department of Labor's Office of Workers Compensa-

tion Programs (OWCP). The FECA takes precedence for injured letter carriers, and in nearly all instances it is not necessary or advisable to also complete FMLA forms because of the protections already provided by the FECA. By completing FMLA forms, you are authorizing management to charge any work loss related to your job-related injury towards your yearly 12-week FMLA entitlement. How convenient – for management! **No employee can ever be required to complete an FMLA form.** When in doubt see your steward or contact the Branch 2184 office for guidance.

On a related note, management in many Branch 2184-represented offices has been attempting to obtain letter carrier signatures on forms or sheets of paper following training, service and safety talks, receipt of information, or similar activities. **Be aware that you are NOT required to sign any form provided by management during or after such functions.** If management wants to document your attendance, they can do so themselves. If you do choose to voluntarily sign their form(s), don't be surprised if management later uses your signature against you when issuing disciplinary action for alleged work rule violations. Finally, do not disregard any clear instruction to sign one of these management forms. Instead, comply with the instruction and immediately request to see your steward.

-- Joe Golonka  
Vice President



# 2015 MDA Satchel Drive



# **KIM Region 6 Report**

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

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

**September 2015      Patrick C. Carroll**

#### **Kim Regional Training Seminar**

As I begin this report we are very busy working on class material and other matters surrounding our annual KIM Regional Training Seminar which will be held October 10-12, 2015 in Merrillville, IN. I am also pleased to announce that President Rolando will be once again be attending our seminar and I am sure he will have a great deal of news to tell us about the state of the Union and the USPS. We anticipate well over 400 NALC activists will be attending and we hope you will enjoy the curriculum we have prepared.

Many people are involved in putting on an event such as this and I wanted to thank all of them who had a part in our successful seminar.

#### **NALC Leadership Academy Applications**

We had 23 NALC members from Region 6 apply for the NALC Leadership Academy. This shows there is a great interest in this very demanding but rewarding experience sponsored by our Union. It may be that because of contract negotiations only one class will be conducted instead of the normal two classes but that determination will be confirmed soon. Selection for the limited number of slots is a very difficult process and President Rolando makes all final decisions. We have many fine candidates this year but just remember if not selected, do not be discouraged. There is always next year-that's what the Detroit Tigers are saying...

#### **CCA Corner**

A great deal of effort has been put into organizing our CCA workforce and we have made some positive movement. We started at 64% and we have now reached 87% due to signing up new CCA's and cleaning up the USPS data of those employees who no longer work for the USPS. We need to get all CCA's to join the NALC and if you can help by talking to a non-member CCA it would certainly assist us in reaching our goal.

Amazon CCA's are NOT restricted to working just Sundays or Holidays. These CCA's who are designated as Amazon CCA's have the same rights and benefits as all CCA employees have. There have been over 17,400 CCA's converted to Full Time Regular career status throughout the country with many more conversions occurring daily. Of that 17,400, 14,000 were TE's who were reclassified as CCA's and now have been promoted to full time regular.

#### **CCA Resource Guides**

The NALC City Carrier Assistant Resource Guides have had their final proof read and are at the printers. These guides developed by NALC headquarters is an excellent handbook for CCA employees. Not only do the detail all of the rights and benefits CCA's currently have, but there is also a section which describe what the CCA employee needs to know when they are being converted to full time career status.

At this time distribution is scheduled to take place by sending copies to each NBA office that will be included in the new member packet used at all CCA orientations. In addition more books will be available through my office should members/branches need additional copies.



## PTF and Conversion to Regular

In some areas in the region local management is telling PTF employees that they will have to transfer and relocate to another office to be converted to full timer regular before the contract expires in May 2016.

Nothing could be further from the truth and no if a PTF choses to stay in their office they will not be reclassified as CCA's. This is just another example of the ignorance of many managers. The bottom line is if you are a PTF and if you are happy working in the office you currently do, you do not have to do anything.

## Safety-Practice It Daily

Just a reminder as we have had some very serious accidents and injuries in recent weeks. We had another incident where a CCA hit near the back of her vehicle and sustained very serious injuries and quite honestly she is lucky to be alive.

We have had some horrendous dog attacks in which attacks to carriers faces not only leave them with physical scars but also emotional trauma.

Recently we have had some situations in which carriers have been overcome by heat stress and we will soon be facing just the opposite-dangerously frigid temperatures.

You can't count on management to provide your safety-that is something each of us has to do on our own. Please do not take chances. Be safe and practice safety daily. Your family will appreciate you for that.

**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

## 2015 Branch 2184 MDA Canister Drive Results

Dearborn Annex	\$900.00
Westland	\$450.13
Canton	\$440.00
Monroe	\$268.50
Taylor	\$266.00
Lincoln Park	\$158.54
Belleville	\$139.64
Trenton	\$108.17
Ypsilanti	\$102.25
Northville	\$86.75
Dearborn Heights	\$68.78
Dearborn Main Office	\$49.16
Inkster	\$42.00
Grosse Ile	\$1.00
Plymouth	\$1.00
<b>GRAND TOTAL:</b>	<b>\$3081.95</b>

## Contract Corner:

**Q: I was injured while delivering mail and my supervisor told me that if I officially reported the injury that I would be disciplined. What should I do?**

**A: Ignore the supervisor and immediately report the injury** by requesting and completing OWCP form CA-1, Notice of Traumatic Injury and Claim for Compensation, and then seek medical treatment for the injury if needed. **Additionally, see your steward as soon as possible** and provide a detailed statement about what the supervisor said, and also report this to the Branch 2184 office.

The supervisor's misconduct in this matter constitutes a very serious violation of Federal Law, specifically the Federal Employees Compensation Act (FECA), Title 5, part 81 of the United States Code. Additionally, such obstructive behavior violates the United States Department of Labor Office of Workers Compensation (OWCP) regulations for administering the FECA, specifically the Code of Federal Regulations, Title 20, part 10.16. Threats of disciplinary retaliation or any form of similar management misconduct also violates the Postal Service's own regulations pertaining to employee injuries in the Employee and Labor Relations Manual, section 542.33.

It is improper to attempt to coerce, intimidate, or obstruct in any manner an employee's right to file an injury compensation claim, or to obstruct, interfere with or delay reports required in connection with reported employee injuries. However, management in some offices still utilizes tactics of intimidation and obstruction in an attempt to prevent injuries from being reported and letter carrier benefits under the FECA from being utilized. One of the most common of these tactics is the issuance of phony discipline, which also serves as a thinly veiled attempt to intimidate other letter carriers into not reporting on-the-job injuries.

Again, **ALWAYS** report any job-related injury on OWCP form CA-1 as soon as possible after it

occurs, even if medical care is not initially sought or thought to be necessary. Postal Service management does have a long and sordid history of issuing bogus and blatantly retaliatory discipline to letter carriers that have reported job-related injuries. However, Branch 2184 and the NALC have an equally long and very successful history of consistently overturning such phony disciplinary actions. **NEVER** let a management threat of disciplinary action dissuade you from utilizing ALL of your contractual and legal rights when injured on the job. If retaliatory discipline is issued, immediately request to see your steward to initiate a grievance.

**Q: My supervisor told me that the reasons that I listed on PS Form 3996 were "unacceptable." Don't I have the right to write whatever is relevant to my workload that day on the form?**

**A: Yes, you DO** have that right, and your supervisor has NO contractual standing to arbitrarily determine what reasons for requesting overtime and/or assistance are allegedly "acceptable" – **with one specific exception.** USPS Handbook M-41 (City Carrier Duties and Responsibilities) section 280, which is the instructions for completing PS Form 3996, notes that "heavy mail" is not by itself a suitable explanation when completing the "reasons" section (part J) of PS form 3996 – Carrier Auxiliary Control. . Although greater detail than merely a notation of "heavy mail" is required, the specific content of that detail is still determined solely by the carrier. Again, management has no authority to unilaterally determine what they believe are "acceptable" reasons for requesting overtime or assistance. It is, of course, always advisable to keep this content relevant and focused on that day's work duties and the carrier's own estimate of the time necessary to complete them.

When completing form 3996, a letter carrier should consider and list **EVERY reason that the carrier believes will** result in the need for more than eight hours to complete **all** assigned duties that day. This includes, but by no means is limited to weather conditions, high parcel volume, excessive account-

able items, so-called "pivots," and delays in leaving for the street caused by any reason – such as late receipt of mail or parcels, safety and service talks, etc. Whatever **you think** is relevant to the time needed to complete your duties; those are the reasons which should appear on your form 3996. Additionally, under NO circumstances can management deny a form 3996 to any carrier that requests one. However, the decision to approve overtime and/or assistance is solely theirs to make. Finally, upon request a letter carrier is entitled to a completed copy of every 3996 that he or she submits, per the provisions of Article 41, section 3.G of the Contract. Thus, you should always request a copy of the form at the time you give it management.

**Q: I wanted to change my day off during one week in order to take care of personal family matters. Management told me that I must trade my day off with another carrier on the same T-6 string. Is that true?**

**A:** No, that is not true. A fulltime letter carrier desiring to temporarily change their nonscheduled day may do so by completing PS form 3189, obtaining their steward's signature, and submitting it to management. Although in such situations it is quite common and is also generally desirable to "trade" days off with another carrier holding an assignment on the same T-6 string of routes, this is not a requirement or condition for a temporary change of nonscheduled day.

As noted, forms 3189 require the signature and concurrence of the unit steward or other designated union official to be valid; although the final approval of any temporary change of schedule submitted by a letter carrier is ultimately at management's discretion. However, management should in general make every effort to accommodate schedule change requests made by letter carriers for their own personal needs. Management disapproval of a 3189 submitted by a letter carrier should only be for legitimate service needs and this decision should not be arbitrary or capricious in nature.

## 50 Year Gold Card Members



NALC National Business Agent Pat Carroll (right) and Michigan State Association President Carl Blassingame (Left) were on hand to assist Branch President Mark Judd with the presentation of Gold cards to 50 year members, Carlton Flynn (top) David McKinney (middle), and Howard Osborne.

**Retirees Meeting**  
**November 18th 2015**  
**12:30 Union Hall**

# 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)
  - ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey
- ✓ Michael Bergin (R)
- ✓ Peter Borella (R)
  - ✓ James Bryant
  - ✓ Mark Cornett
  - ✓ Sherry Garcia
  - ✓ Joe Garcia
  - ✓ Mark Judd
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick Lelental
- ✓ Melvin MacDonald
- William Mather (R)
- ✓ Jackie McGregory
  - ✓ 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
- ✓ Thomas Harris (R)
- ✓ Virginia McNew
  - ✓ Mary Renaud
- ✓ Gloria Warthen

## Inkster

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

## Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald
  - ✓ Paula Hall

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

## Monroe

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

## Northville

- ✓ Keshya Boudreaux
- 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
- ✓ Gwen Heffinger (R)
- ✓ Dennis Lucas (R)
- ✓ 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

### Ypsilanti

- ✓ Paul Bordine

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

## 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.

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

Call 313-295-1640

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

### **GIMME 5**

## Customer Connect

Through Customer Connect, letter carriers are taking advantage of their special relationships to encourage business customers to use USPS instead of private delivery services.

Since the startup in mid - 2003, letter carriers have generated more than **2 billion** in new revenue.

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- ◆ Complete inventory of postal uniforms and shoes
- ◆ Friendly, expert service
- ◆ Tailor on premises
- ◆ Open Thursday until 8:00 p.m.

#### HOURS

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Thursday	9:00 a.m. - 8:00 p.m.
Saturday	9:00 a.m. - 1:00 p.m.

- ◆ **WE GUARANTEE YOUR SATISFACTION**

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1-800-35-ALLIE

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www.alliebrothers.com

### **Federal Employees Health Benefits**

**FEHB Open Season**

**Begins November 9, 2015**

**Ends December 14, 2015**

### **Veterans Day**

**November 11th 2015**

**Postal Holiday**

### **Attend Your Branch Meetings**

**Next meeting is November 4th**

**Retirees Meeting on November 18th**

## **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 **Chris Gersky** (Westland), **Cathy Hayes** (Canton), **Pam Vandenburg** (Taylor Retired), **Jackie McGregory** (Dearborn Annex), **Steve Cox** (Dearborn Annex), **John Needham** (Dearborn Annex), and **Wallace Craig** (Inkster), for their donations.

Lets make our new members feel welcome.

For more information call -- 313-295-1640



# **Brookfield<sup>®</sup> Uniforms**

Serving the Postal Industry for Over 40 Years

### **Support the Company that Supports Letter Carriers**

- Brookfield replaces uniforms lost due to fire and natural disasters!
- Brookfield, along with State and Local NALC Branches, has raised over \$500,000 for COLCPE.
- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

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

**Robert Kreager**

Branch 2184 Retired

1802 Ford Blvd. Lincoln Park, MI 48146-3956  
313-386-0527 (voice) 313-386-4037 (fax)



# SATCHEL DRIVE VOLUNTEERS

# Labor Day Parade



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

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