

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

September/October

## President's Report

### KIM TRAINING

This past Columbus Holiday weekend, (October 8<sup>th</sup>-10<sup>th</sup>), twenty-four of your Branch 2184 Contract enforcers gave up their holiday weekend attending the Kentucky, Indiana, Michigan (KIM) regional training that was put on by the Region 6 NBA office. The Branch 2184 contract enforcers that attended were as follows; President Walt McGregory, EVP Jackie McGregory, Vice President Darryl Clay, SGT @ Arms Phil Ashford, Trustee Felicia Davis, Route Inspection Officer Dave Reise, CAU Chairperson Joe Golonka, Belleville Steward Bryon Hendricks, Dearborn Main Steward Symone Coleman, Dearborn Main Alternate Stewards, Damon Green, Karl Tamburro, Dearborn Heights Steward Shaun Fowlkes, Dearborn Heights Alt Steward Chanel Harrison, Inkster Alt Steward Sherrie Lacey, Flat Rock Steward Lillian Bogosian, Lincoln Park Steward Scott Watts, Plymouth Stewards Tamara Bosman and Kristie Nelson, Taylor Steward Keith Benedict, Northville Steward Val Watkins, Northville Alt Steward Beth Bays, Westland Stewards Ananias Epps and Nakia Whitfield and Ypsilanti Steward Mike Tredway. These contract enforcers attended classes to enhance their contractual knowledge to better represent you on the workroom floor daily. President Walt McGregory was an instructor of Article 16 (Discipline) class, which was well attended each day.

Executive Vice President Brian Renfroe was the guest speaker on Monday October the 10<sup>th</sup>, 2022. EVP Renfroe updated us all on current legislative issues like H.R. 4268, which would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, thus making such time creditable service under FERS. EVP Renfroe updated us on the Disaster Relief Fund and other important issues affecting letter carriers.

In the next Branch Speaks, attendees of the KIM Training will submit articles discussing the classes they attended at the KIM.

### ARBITRATIONS

I am happy to report that our branch has recently received two favorable decisions from arbitrators. One arbitration was regarding an attend-

*(Continued on page 3)*

#### Branch 2184

Western Wayne County, MI

National Association

of Letter Carriers

AFL - CIO

6969 Monroe

Taylor, MI 48180-1815

(313) 295-1640

Fax: (313) 295-4134

E-Mail:

NALC2184@sbcglobal.net

Web Site [www.nalc2184.org](http://www.nalc2184.org)

#### Office Hours:

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

Monday through Friday

#### Calendar

#### Branch Meetings:

November 2nd, 2022

Via WebEx

#### Retirees Meetings

November 9th, 2022

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

In Person

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## Officers

President.....	Walt McGregor
Executive VP .....	Jacqueline McGregor
Vice President .....	Darryl Clay
Recording Secretary.....	Melvin MacDonald
Financial Secretary Treas .....	Cathy Tondreau
Sergeant at Arms .....	Phil Ashford
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Retirees Officer .....	Leonard Zawisa
Trustee.....	Tracy Mitchell
Trustee.....	Gloria Warthen
Trustee.....	Felicia Davis
Editor.....	Leonard Zawisa
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Branch Scribe.....	Joe Golonka
Injury Compensation.....	Erik Venzke
Injury Compensation .....	Joe Golonka
Web Page Design .....	Jim Hales

### Branch Contract Administration Unit

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



**Branch 2184 Speaks** is published 6 times a year by Branch 2184, National Association of Letter Carriers.

The opinions expressed in this publication are not necessarily those of the editorial staff or the officers of the branch.

We invite all members to contribute articles for publication. Copy should be typed, double-spaced and signed by the contributor. The editorial staff reserves the right to edit, delete or reject the article for the good of the branch.

In the hope that material contained herein may be of benefit to the goals of the NALC, permission is hereby granted to copy or use material in this publication with our best wishes.

## Stewards

Allen Park .....	Mark Owen
.....	Kris Shaw (alt)
.....	Karen Russell (alt)
.....	Tod Lilla (alt)
.....	Ryan Zyngier (alt)
.....	Scott Russel (alt)
Belleville.....	Bryon Hendricks
Dearborn (Main) .....	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
.....	Karl Tamburro (alt)
.....	Damon Green (alt)
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Flat Rock.....	Lillian Bogosian
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Grosse Ile .....	Gloria Warthen
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.....	Beth Bays (alt)
Plymouth.....	Tamara Bosman
.....	Kristie Nelson
.....	Diego Forshaw (alt)
.....	Otis Barney (alt)
Rockwood.....	Gloria Warthen (alt)
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.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Walt McGregor (alt)
Canton.....	Ramon Robinson
.....	Denise Viola
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Hill (alt)

(Continued from page 1)

**Presidents Report**

ance removal of a career carrier in which we were successful in showing that management failed to meet their required Just Cause Burden of Proof. The removal was rescinded in its entirety. In another successful arbitration award, management placed a CCA on a long-term Indefinite Suspension (Article 16.6), for 22 plus months, the arbitrator found in that case that management failed to meet their required Just Cause and instructed management to return that carrier back to work immediately and make whole for all lost wages and benefits. Of note, in the Indefinite Suspension case, the CCA made career in May of 2021 while off on the Indefinite Suspension. Congratulations to the stewards in these buildings that put together the case files to defend these carriers against management's bogus discipline and got these carriers back to work.

**RETIREMENT COMMITTEE**

During the October 5<sup>th</sup>, 2022 Branch WebEx meeting, I announced the following Branch 2184 Members to be a part of the Retirement Committee; Vice President Darryl Clay Chairperson, Financial Secretary Cathy Tondreau Committee Member, Route Inspection Officer David Reise Committee Member, Westland Alt Steward Katrina Jones Committee Member, EVP Jackie McGregory Committee Member, Alternate Committee Members Recording Secretary Mel MacDonald, Retirees Officer Leonard Zawisa.

This committee will meet and put together a time and place for the Branch to have an event to recognize and acknowledge our retirees in the branch.

**RETIREE MEETINGS**

We are now back to in person meetings for the retirees. The retiree's meetings are the second Wednesday of the month, 12:30 pm at the union hall. We are taking Covid-19 precautions at the meetings by spacing out and keeping the doors open. As the weather changes, we will continue to monitor the conditions and make any necessary changes. Safety is the number one priority. Hope to see you next month on November 9<sup>th</sup>, 2022.

**BRANCH 2184 FACEBOOK PAGE**

As of 10/16/2022, there are 178 members. The page is growing daily. If you are on Facebook, please search for our page. You have to answer a few questions like who is your steward(s) and what building do you work out of and you will be approved. There is up to date information to what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates.

Take a moment to look at it. It is only for current Branch 2184 members. No former members or nonmembers allowed.

**CCA UNIFORM BANK**

The branch is in need for slightly used uniforms. There is a need for long sleeve shirts, winter pants, rain gear, winter coats, winter boots, winter jackets. If you would like to donate to the CCA Uniform Clothing Bank, just bring your bag of items to the post office and give to your steward. They will make sure to drop the donation off to the union hall. If you want to drop the donation off to the union hall yourself, stop by Monday through Friday 9:am to 5:PM, have a cup of coffee with the Branch officer on duty. Your name will appear in the next newsletter.

**SCHOLARSHIP WINNERS**

Congratulations to the following Branch 2184 members and their children for winning the one of four five-hundred-dollar scholarships. **Morgan Maliszewski**, daughter of Northville carrier Beth Bays, **Madison McKinney**, daughter of Monroe carrier Shasta Murphy, **David Keister III**, son of Monroe carrier David Keister Jr. and **Joshua Snead**, son of Ypsilanti carrier Gregory Snead.

-- *Walt McGregory*

*President*

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# National Association of Letter Carriers

100 Indiana Ave., N.W.  
Washington, DC 20001-2144

## Memorandum

Telephone:  
(202) 393-4695

***October 13, 2022***

### **2023 Retiree COLAs: 8.7% as of September 2022**

The 2023 COLAs for CSRS and FERS benefits are based on the increase in the average CPI-W between the 3rd quarter of 2021 (268.421) and the 3rd quarter of 2022 (291.901).

Based on the September 2022 CPI-W (1982-84) of 291.854, the 2023 CSRS and FERS COLAs are 8.7%. The 2024 retiree COLA calculation will be finalized in October 2023 with the release of the CPI-W for September 2023.

CSRS annuities receive full COLAs; COLAs for FERS annuities are payable for retirees 62 and older and may be reduced by up to one percentage point from the increase in the CPI.

### **Contract COLA: Accumulated COLA is \$0 through September 2022**

The projected accumulation toward the seventh regular COLA under the 2019-2023 National Agreement was \$0 in October following the release of the September 2022 Consumer Price Index.

On October 13, 2022, the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 869.344 in September, 123.968 points above the base level of 745.376 in July 2019. The accumulated COLA through September stood at 0 cents per hour or \$0 annually.

The seventh COLA will be based on the increase in the CPI-W between the base index month and January 2023, less any previously calculated COLAs, and will be payable the second full pay period following the release of the January 2023 index. The six COLAs that have been calculated under the 2019-2023 National Agreement, totaling 312 cents per hour, are as follows: the 1st COLA, 8 cents per hour (\$166 annually), the 2nd COLA, 9 cents per hour (\$188 annually), the 3rd COLA, 20 cents per hour (\$416 annually), the 4<sup>th</sup> COLA, 93 cents per hour (\$1,934 annually), the 5<sup>th</sup> COLA, 64 cents per hour (\$1,331 annually), and the 6<sup>th</sup> COLA, 118 cents per hour (\$2,455 annually).

### **2023 FECA COLA Projection: 6.5% as of September 2022**

Based on the release of the September 2022 CPI-W (1982-84=100), the 2022 FECA COLA projection is 6.5%. The September 2022 CPI-W of 291.854 was 6.5% above the December 2021 base index (273.925). The 2023 FECA COLA calculation will be finalized when the December 2022 CPI-W is published during the month of January 2023.

FECA COLAs are applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date.

## Delivering Mail in Darkness – A Practical and Common-Sense Approach

Every year letter carriers in most parts of our nation must deal with the prospect of performing delivery duties in darkness or near-darkness for several months following the end of daylight savings time. Every year this results in some unique and serious safety concerns. Management wants the mail delivered, even while they create customer service problems by scheduling later letter carrier starting times. In many instances, this is further magnified by management's chronic understaffing of letter carrier station complements.

Even more problems are caused by unrealistic management expectations of letter carrier office and street performance. This is further compounded in some instances by management's unwillingness to properly assign overtime work. The result of all of this: the earth still rotates, the sun still sets, and letter carriers are still out in the street after dark. Existing delivery hazards are magnified by poor visibility in darkness, and in some areas, there also is a serious threat to letter carrier safety due to potential criminal activity.

**When it appears likely that delivery duties will not be completed before darkness sets in, there should NEVER be a blanket assumption that all delivery of mail is or will become unsafe.** Conversely, management should never assume that all delivery of mail is safe under these conditions. Safety is a matter of awareness, of judgment, and the application of common sense. It is of no value to debate in advance whether a specific delivery circumstance or set of circumstances is or will be unsafe, even when we have every expectation that this will indeed be the case. Your supervisor may have a different expectation and neither is going to change the other's mind. So why quibble about it?

Sometimes a creative and proactive approach can be helpful, such as temporarily changing the order of delivery on an assignment – for example, saving lighted indoor apartment deliveries for last. Many letter carriers choose to wear lighted headgear or similar apparel to assist with delivering in darkness. However, they cannot be required to wear non-standard items such as headlamps for the performance of their work duties.

If you believe that your assigned delivery duties will take you into darkness and that safety will then be a concern, simply inform your supervisor verbally of this well in advance. Be sure to complete PS Form 3996 as usual if you are unable to perform all assigned duties within eight hours. If a supervisor responds with an unrealistic assessment of your workload, don't argue or debate the issue. Merely respond that you will do the best that you can and reiterate that you have a safety concern about making deliveries in darkness.

**Important: DO NOT ever inform management that you are *refusing* to work in the dark.** Later, when it becomes apparent that your assessment of your workload was correct, advise management in timely manner (well before the sun sets) and ask for instructions. Follow the instructions you are given, even if they are to continue until all mail is delivered. When darkness sets in, if you determine after attempting to deliver mail that continuing would be unsafe, again inform your supervisor. Again, follow instructions.

Finally, if after attempting delivery one last time your judgment is that it is still unsafe to continue, then (and **ONLY** then) should you bring the remaining undelivered mail back. **If doing so, be sure that as soon as you have returned to the office you immediately inform the supervisor of any undelivered mail. Always complete PS form 1571 (report of undelivered mail), listing the reason(s) for non-delivery. Give the completed form to a supervisor and obtain a duplicate copy before clocking out for the day.**

Following the above guidelines will help ensure that you are not charged with failure to follow instructions or unauthorized curtailment of mail and possibly receive disciplinary action. USPS customers have the right to expect their mail to be delivered each day. Letter carriers have the right and the duty to perform their duties in a safe manner. It all comes down to common sense, realistic planning – and integrity. You know your job better than anyone else. Use that knowledge for your benefit as well as for fulfilling the customer service mission of the USPS.

-- Joe Golonka, Chairperson

Branch 2184 Contract Administration Unit

# National Convention Delegate's Reports

## Evaluation and Adjustments

I attended six classes during the week of Convention (two of them twice). My report is on the new joint Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). Most importantly the Carrier will have input during the minimum of 3 consultations. Carriers will be able to explain why they may need more Fixed Office Time, or why during the LIVE week certain parameters were flagged and get full credit for the task, or why the Route Evaluation and Adjustment Team (REAT) evaluation is incorrect, or what would be a good territory adjustment for the route.

The 3999 process is new, the carrier will not have a boss and clipboard following them all day. The Digital Street Review (DSR) will be a virtual 3999 which will give an exact representation of your entire day (second by second). DSR data can not be used for discipline. The REAT team will select the most representative day of the live week for the 3999 DSR. Carriers beware the DSR tool is one that management will continue to monitor going forward. Any Route that cases mail may be in the process. There will be no 6 day count inspections through 2023 this is the only game in town. Management will not be able to block A/L or scheduled S/L during the live week, it may mean the live week will be re-scheduled or there will be fewer days to analyze. Read article in July 2022 Postal Record for more information and always as the Branch route inspection officer I'm available for questions.

-- Dave Reise

*Branch Route Inspection Officer*

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## Next Generation Delivery Vehicle

Entering the class on NGDV (Next Generation Delivery Vehicles), I and other carriers already had some preconceptions of the vehicles from pictures and display models available.

When the class started many of my previous conceptions were relieved upon learning of the amount of collaboration between carriers, managers, and designers on this vehicle. From the beginning

the NALC and carriers' input was seriously considered including the type of vehicle needed by carriers testing them on current mail routes. My eyes were opened as I learned that the vehicle was designed to meet both USPS and carriers' needs.

The NGDV comes in four different models to meet different environmental needs in the US. They will have four-wheel drive, front wheel drive, electrical, and ICE vehicles. The electrical models will only be used for routes of 70 miles or less.

Vehicles will have a cargo area that allows a person up to 6 feet 6 inches tall to work comfortably. The cargo area has adjustable nonslip trays that fit over twice the space of current vehicles (LLV 121 cubic feet, NGDV 263 cubic feet). Side trays will be adjustable. Getting in and out of the vehicle will be safer and easier because of the side loading full sized step.

The cab of the NGDV has an oversized windshield allowing better viewing for all carriers. There are adjustable seatbelts and adjustable steering wheels to comfortable fit drivers of different sizes.

A camera that surrounds 360 degrees will set off sensors when other vehicles get too close. An autobraking system helps to prevent accidents and keeps mail carriers safer. To improve working conditions the AC and heaters are designed to work from -10 degrees to 120 degrees. All models have cup holders, coat hangers, and storage areas for clothing to be safely kept until carriers need them.

The biggest issues I have about NGDV's are waiting for October 2023 for delivery, and there not being available to all carriers to receive then.

-- Karl Tamburro

*Dearborn Main Alt Steward*

\*\*\*\*\*

During the 2022 National Convention I took the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) class. This class was an hour and half. I learned quite a bit in this class about the new route adjustments process. During this process a Digital Street review (DSR) tool will be used. This will show daily summaries

similar to a PS form 3999.

There are a lot of steps that will go into this process such as zone selections, data analysis and evaluated times. Next steps will include NBAs and Branch presidents being notified of the zone selections and office contacts. There will be a live week of collection data and a compilation of all the information relevant to the evaluation and adjustment process.

What do carriers need to know? During the live week carriers need to perform duties and the route normally, always carry the scanner, and the carrier should provide any feedback they have. Also, to have a good route adjustment carriers need to inform the REAT team about new growth on the route, edit book issues, mail rooms and during the day parcel pickups.

I do have some doubts about this new technology because our scanners don't seem to be very reliable (example: saying we are 100 feet away from the address when standing on the porch, and having issues with cold/ rain on scanners). A lot of people did ask these questions and the team made it clear that this is a different program in our scanners and it's been working so we shall see.

Thank you again for letting me be part of this convention. I learned a lot from all the workshops I attended that should help me in the future.

-- *Jillian Hudgins*

*ALT Union Steward Dearborn Annex  
Branch 2184 Convention Delegate*

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I recently had the privilege to represent Branch 2184 as a delegate at the 72<sup>nd</sup> Biennial NALC National Convention in Chicago Illinois. I took advantage of and attended 7 of the workshops that were offered. While all the workshops I attended were very informative, I believe I got the most out of the EAP workshop.

It is easy for all of us to get caught up in workplace drama, but we all must remember that each of us also has a life outside the Postal Service. We need to be mindful of that when we interact with our co-workers. Not everyone wants to share their personal business however, personal issues often affect our work. Leaving personal issues at the door is not always possible. Whether those issue are a result

of childcare, eldercare, financial, relationship, personal health issues, family health issues or the death loss of a loved one, we all have issues we are dealing with and we all deal with issues differently.

What I did not know is that EAP will also provide guidance in how we can approach issues with friends, family and/or co-workers. When we recognize a change in someone's behavior, we can call EAP and they will offer advice on how best to address the situation or what to do if someone is dismissive of your concerns. Sometimes it could be as simple as letting that person know you noticed a change in their demeanor, and you are there if they need a friend.

EAP is available 24/7 regardless of what issues we may be dealing with personally. We should all treat people the way we want to be treated. Taking the time to reach out when you notice something is not quite right, could make all the difference.

I am grateful to have had the opportunity as a Branch 2184 delegate to attend several workshops and plan to apply the information I learned to help the membership anyway I can.

-- In Solidarity,

Elizabeth Bays

\*\*\*\*\*

Hello union Brothers and Sisters. It was my pleasure to represent Branch 2184 at the NALC national convention in Chicago. It has been four years since last we had one so there was a lot of catching up to do. Due to the efficiency of our national officers, we were able to complete all necessary business in the short time we had. While there I attended a few workshops and seminars like Retirement, Veteran affairs and CCA conversion and ADR (ALTERNATIVE DISPUTE RESOLUTION) Process. Today I will address some of the important issues I learned in the CCA conversion and ADR seminar. Under the new MOU'S CCA'S are to be converted to career position after 24 months from date of relative standing in an installation. This should be done within 28 days or the first day of the third full pay period. The new MOU'S benefits thousands of non-career carriers and pave a promising path to career status. Another crucial point stressed in the seminar is that the ADR team will not award punitive

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# National Convention Delegate's Reports

(Continued from page 7)

damages in a grievance that comes to them. This is an important fact for our contract enforcement. I want to thank our branch members for allowing me to represent them and carry the responsibility of being a delegate of our great branch. On a personal note, I want to take the time to congratulate our national president Fred Rolando on his retirement. He has served us exceptionally well.

-- *Bryon Hendricks,*  
*Belleville*

\*\*\*\*\*

I attended the workshop for Wills and Trust taught by Jim Yates Director of Life Insurance. Main points, the difference between Wills and Trusts. Wills go into effect upon one's death, the distribution of assets are public and could be costly. Whereas a Trust goes into effect immediately and is private.

Thanks for the opportunity to represent Branch 2184 as a Convention Delegate.

-- *Janice Mitchum*  
*Northville*

\*\*\*\*\*

I would like to thank all my Branch 2184 brothers and sisters for allowing me to represent you as a delegate at the 72 Biennial National Convention in Chicago this year.

Out of the multiple classes I attended at the Convention one of them stood out to me more than any other and that was the class on the Next Generation Delivery Vehicle, or NGDV. This vehicle has been a long time coming and for once the Post Office did things the right way! They actually gathered and implemented carrier input. In February of 2021 Oshkosh Defense got the contract for manufacturing the new NGDV and then in July 2021, 21 carriers selected by the NALC visited the Oshkosh factory to examine and give their input on the NGDV. Those carriers spoke during the class and said they were impressed that while at the plant the engineers were there and listening to the carrier's likes and dislikes of the NGDV. They will be more terrain friendly,

(AWD and front wheel drive) 360-degree camera ability and can easily accommodate a 6'5 tall person. They are going to be a much safer vehicle for all of us. Tentative production will begin in April of 2023 after Oshkosh has changed some of the things requested to be corrected. This is a 10-year contract so the rollout process will be lengthy but I am hopeful it will be worth the wait.

Again, thank you for allowing me the opportunity to represent you at the 2022 National Convention!

-- *Jennifer Rake*  
*Branch 2184 Delegate*

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Going to the NALC Convention this year in Chicago, as your branch delegate, I went to classes as well as sessions.

In the OWCP class, they taught us about the webpage and how time saving it is to use. It also eliminates delays in payments to you and your doctors.

In the retirement class, they taught about all the different retirement items they have. And how it is SO important to start saving for your retirement! The sooner, the better. TSP will match up to 5% of what you deposit. Over a 20-to-30-year carrier, that's a lot of money!

In the Thrift Savings Plan class, they taught even more about retirement savings. About the different funds, like the G, S, F, as well as the L. They now even have mutual funds which expands your investment options!

They even had a class on the Next generation vehicle! A film about the Great Postal Strike of 1970. FMLA class, Suicide Prevention, Wills & Trusts. And many other classes too.

Thank you for having me as a delegate!  
-- *Paula S. Hall*  
*Lincoln Park*

\*\*\*\*\*

Dear Branch 2184 members,

I'm reporting on the 2022 Union Convention that I attended a week ago. There were many classes that were going on but my favorite ones by far were



the Retirement and TSP classes. The Retirement class talked about every letter carrier's option when it comes closer for each carrier to retire from the Postal Service. As everyone knows the state of this nation, we all need to be educated on the importance of careful planning to your life after the Postal Service. To encourage and teach employees how to create a successful retirement, every carrier needs to plan out their contributions as early as possible starting with setting up your TSP on Lite Blue. The government can match you around 5% contribution which add compounding interest and over a couple of decades can make retirement a whole lot easier.

The TSP (Thrift Savings Plan) class adds more onto the Retirement class by using an important tool in your arsenal that can be helpful to not just the carrier but your families as well. It goes into detail how the funds for your contribution can be set up remotely online by browsing through the many funds (From G Fund to S Fund). Thrift Savings has now added a mutual fund window that allows over 5000 mutual funds that you can purchase at your disposal. However, this window adds complexity to it as you will need to be more attentive to TSP on a quarterly basis due to changes in ownership of these trusts and fees are generally more expensive than index funds. Overall experience with the instructors were that they were clear and concise in their wording and understood the terminology behind IRA contributions. The only problems that occurred within these classes were the lack of knowledge among other letter carriers because they either did not have time or lacked the resources to find any references or guidance available online. There really needs to be more outreach on Retirement with the younger employees as well, it's important to remind them of the long-term benefits of working with both the NALC and USPS.

Thank you for the Opportunity to represent you at the national convention.

Sincerely,

-- Scott Watts

Branch 2184

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The 2022 National Convention in Chicago was very successful. This was my very first national convention as a steward and the experience was very enlightening. I would like to share my thoughts on what I learned in the class I attended "Improving the

New Employee Experience".

Over the years the postal service has not catered to the needs and mental health of new employees. A lot of times, management has not worked or was not successful in the carrier craft. Management has put unrealistic expectations on new carriers. The New Employee Mentoring Program (NEMP), stood out to me because the postal service and the NALC has jointly agreed to retaining its' new employees. The class talked about common issues that CCA's endure that brought on this joint process. This class touched on cultural change as well, which is much needed in the postal service community.

NEMP will allocate mentors to new CCA's. The mentors will help the new employees in any way needed in order for that individual to be successful in their career. NEMP mentors should be fairly- to well-seasoned employees. A good mentor should be patient, empathetic, have great listening and communication skills, to name a few.

The New Employee Experience and Retention Program (NERP) was also meticulously discussed. Some of the features of this program includes reducing the number of hours newly hired employees work and giving CCA's more defined schedules. NERP will also give CCA's a more in depth look at the layout of the individual post office in which they're located, ultimately helping them to understand how their job actually works.

This class was an eye opener for me, as it is something completely new and for a change, a program that will *help* new employees have a successful career. Often times, management across the states have been known to deter CCA's from maintaining their positions because they are poorly treated. Prayerfully, these programs will aid CCA's to have a more pleasant experience at the postal service.

-- Symone Coleman

Union Steward, Dearborn Main

Branch 2184

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I, Val Watkins attended the NALC Convention, which was very informative. I met a lot of my Union Brothers and Sisters from all over the United States.

During General Session, President Rolando spoke on Constitutional amendments and resolutions. Awards were given for Branch Publication, Organizing,

Customer Connect, MDA Presentation and Letter Carrier Political Fund. Guest speakers spoke to us every day, even the Mayor of Chicago, IL

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### National Convention Delegate's Reports

(Continued from page 9)

Lori Lightfoot).

I attended Next Generation Delivery Vehicle (NGDV) workshop. I learned the new safety features included in the vehicle. An 8-hour operator driving training course will be required before letter carriers will be able to drive the (NGDV). A display of the NGDV was available to see on the floor during general session hours.

Compared to the LLV's, I'm glad that we will have driver-side air bags, keyless entry with a fob as well as a blind spot warning system.

I also attended What's new with the Thrift Savings Plan workshop (letting us know that if you haven't logged into your account under the new contract, you will need to do so. Also, there's an app now that you can download on to your cellphone. Safety and Health workshop was very informative as well. I had a great time representing Branch 2184 as a delegate.

-- Val Watkins

*Delegate Northville*

\*\*\*\*\*

During the convention held in Chicago in August of 2022 I attended several classes, but the one I enjoyed the most was the mentoring class. In this class they provided core skills and critical skills. These skills are listening to understand, summarizing what they said to ensure you understand what's being communicated. They spoke on building trust. In order to gain one's trust is to "FOLLOW THROUGH ON YOUR PROMISES", and respect one's boundaries. These are areas that I will strive to excel in because everybody needs somebody whom they can depend on.

-- Mike Tredway

*Ypsilanti Steward*

\*\*\*\*\*

This is a short recap of my week attending the 72<sup>nd</sup> Biennial National Convention held in Chicago for NALC Delegates, August 8<sup>th</sup> thru August 12<sup>th</sup>, 2022. First and foremost, I would like to say thanks again to the entire membership and specifically to the leadership of the branch who led by example at the convention. I had a great time seeing

the new Postal Vehicle of the future as well as the more than 5000 fellow brothers and sisters from around the country coming together to do the membership's business for a week in Chicago. I learned about the Postal Strike of 1970, which led to our collective bargaining we have today versus the collective begging we had to do to congress when our employer was called the Post Office Department.

I took a Trustees Class where I learned that the branch is supposed to hold on to certain items of the branch for multiple years before discarding. Receipt journals, bank deposit slips, disbursement journals, savings account statement, certificate of deposit statements, as well as a laundry list more of items that have to be kept for a period of time by the branch before discarding.

I would like to thank the membership again for allowing me to represent you all as a delegate at our National Convention.

-- Phil Ashford Jr.

*Branch Delegate*

*SGT@ARMS*

\*\*\*\*\*

Hello brothers and sisters, as you all know, August 8<sup>th</sup>, 2022 through August 12<sup>th</sup>, 2022, was the dates for our 72<sup>nd</sup> Biennial National Convention in Chicago. While there, I attended several workshops. One in particular was safety and health. There was a lot that I learned in that class that helped me as a Safety Captain of my office. I am incorporating some safety items into my safety tool book within my office. Another item I learned was that it is mandatory for every carrier to take a Heat Safety Computer Course by April 1<sup>st</sup> of each year. I want to thank the membership again for allowing me to represent you all at our National Convention.

-- Katrina Jones

*Westland Main Delegate*

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**NOV**  
**6th**  
**2022**



It's time to  
"Fall Back!"  
Daylight Savings Time  
Ends Sunday at 2am

## VOTING – A Sacred Right AND a Duty

There is nothing more sacred to American citizenship and your patriotic duty to our nation than fully participating in our democracy by voting in every election. **Here in Michigan, citizens 18 years of age and older have the right to vote by absentee ballot for any reason and in any election, after registering.** Michigan citizens can register to vote online or by mail up to 15 days prior to Election Day. If less than two weeks (14 days) from Election Day, **you must register to vote in person at your local Clerk's office.**

Absentee voting is particularly helpful for those such as letter carriers that have job responsibilities and schedules that can interfere with getting polling places in person on Election Day. **The "Midterm" elections for United States Congressional Representatives as well as for many State and local offices and important ballot proposals will take place on Tuesday, November 8.** For those not voting by absentee ballot, polls will be open that day from 7:00 a.m. to 8:00 p.m.

USPS regulations pertaining to voting are found in the Employee and Labor Relations Manual (ELM), section 519.321 through 519.325:

### 519.32 Voting or Registering to Vote

**519.321 Policy** Employees are encouraged to exercise their voting rights. So far as is practicable without seriously interfering with service, postal employees, excluding casual and temporary employees, who desire to vote or register in any election or in any referendum on a civic matter in their community are excused for a reasonable time for that purpose on a day they are scheduled to work. Casual and temporary workers are encouraged to vote but are not eligible for administrative leave for this purpose.

**519.322 Administrative Determination** Postal officials in charge of installations obtain necessary information concerning the hours during which the polls are open in the political subdivisions in which their employees reside. They then make an administrative determination regarding the amount of excused absence necessary (and limits in accordance with

519.323). Employees are notified of this determination and of the procedures to be followed in obtaining advance approval for the absence.

**519.323 Voting** The following provisions concern time allowed for voting:

A. **Three-Hour Rule:** As a general rule, if the polls are not open at least 3 hours either before or after an employee's scheduled hours of work, the employees may be excused for the length of time that permits them 519.324 Employee Benefits 348 ELM 36 to report for work 3 hours after the polls open or to leave work 3 hours before the polls close, whichever requires the lesser amount of time off.

B. **Exception to Three-Hour Rule:** Under exceptional circumstances, if the general rule in 519.323a does not permit sufficient time, an employee may be excused for the additional time needed to vote. However, time off must not exceed a full day.

C. **Charge to Annual Leave or LWOP:** If an employee's voting place is beyond normal commuting distance and if voting by absentee ballot is not permitted, employees may be granted sufficient time off to be able to make the trip to the voting place to cast their ballots. When more than 1 day is required to make the trip to the voting place, postal officials observe a liberal policy in granting necessary time off for this purpose. Time off in excess of 1 day is charged to annual leave or, if annual leave is exhausted or the employee so requests, it is charged to LWOP.

**519.324 Registration:** If the employee votes in a jurisdiction that requires registration in person, time off to register is granted on substantially the same basis as for voting, except that no time is granted if registration can be accomplished on a non-workday and the place of registration is within a (reasonable) 1-day, round trip travel distance of the employee's place of residence.

**519.325 Restrictions:** An employee is not allowed administrative leave for voting or registration during a period of absence on sick leave, annual leave, or LWOP pay.

-- *Joe Golonka, Chairperson*

*Branch 2184 Contract Administration*

# **“BUMPING” Made Simple**

## **A Handy Reference Guide to Ensure Compliance with Applicable Local and National Contractual Provisions**

### **Scenario #1: A fulltime regular carrier (either ODL or Non-ODL) with their own individual bid assignment is scheduled to work on their Nonscheduled Day.**

1. If each of the four other fulltime regulars on the T-6's string of routes is working that day, then the T-6 does the route he/she was originally scheduled to do and the carrier called in works elsewhere as assigned by management.
2. If a single vacancy on one of the other routes on the T-6 string exists due to a sick call or other reason, the T-6 is moved to that assignment and the regular carrier called in does their normal assignment.
3. If no vacancies exist on the T-6 string but one of the assignments is "held down" (opted on) by a PTF, CCA, unassigned regular, or reserve regular carrier, the carrier on the hold down is displaced by the T-6 and the regular carrier called in does their normal assignment.
4. If a single vacancy exists on the T-6 string AND another assignment on the string is "held down" (opted on) by a carrier, the T-6 is moved to the vacant assignment (not the opted assignment) on the string and the regular carrier called in does their normal assignment.
5. If two or more vacancies exist on the T-6 string due to sick calls or other reasons, the T-6 then can choose which assignment he/she will move to and the regular carrier called in does their normal assignment.
6. If no vacancies exist on the T-6 string but two or more assignments on the string are "held down" (opted on) by carriers, the T-6 can choose which assignment he/she will be moved to and the regular carrier called in does their normal assignment.

### **Scenario #2: A T-6 carrier is scheduled to work on their Nonscheduled Day.**

No "Bumping" occurs, period. A T-6 has no particular entitlement to a specific assignment on their Nonscheduled Day and works where assigned by management.

### **Scenario #3: An unassigned regular, reserve regular, PTF, or CCA on an Article 41 hold down (opt) is scheduled to work the Nonscheduled Day of the opted assignment.**

No "Bumping" occurs, period and the carrier works where assigned by management. Letter carriers on opts are entitled to the regular schedule and duties of the opted-for assignment (except as discussed above), but there is no entitlement to anything outside of the regular schedule of the assignment.

The pertinent and applicable Contractual provisions for the work rules discussed above are found in Article 41, section 2.B. of the National Agreement and in Item #21, section 4 of the Branch 2184 Local Memorandum of Understanding (LMOU).

**If you have additional questions or concerns about "bumping" issues, please request to see your steward or call the Branch 2184 office.** Do NOT seek guidance about this or other contract and work rule matters from your supervisor or other management representative.

-- *Joe Golonka, Chairperson*  
*Branch 2184 Contract Administration*

**Letter Carrier  
Color-coded  
Rotating Days Off  
2023 Calendar**

**\$6.50**

All Profits to MDA

Calendars will be available at the  
Branch Office Through your  
Steward

**PLEASE HELP DELIVER THE CURE!**

# Legislative Update

By Legislative and Political Organizer - *Anna Mudd*

Letter carriers should be aware that no matter what is happening on Capitol Hill, lawmakers often have their eye on federal compensation and retirement benefits as a means of achieving "savings" or "offsets" when deals are being made. The real question we should ask ourselves is: How do we combat these possible cuts?

There are two tools that NALC and the federal community use to combat these cuts. The first is our network of activists. Members of Congress want to hear from their constituents and, when they hear from them early and often, they take note. Therefore, it's critical for letter carriers to be on alert for calls to action when we learn that Congress may be considering legislation that could be harmful or helpful to us. NALC provides regular updates with push notifications through the NALC Member App for smartphones. I encourage you to download the app, if you haven't already, so that you can stay informed as this process continues.

But we cannot protect letter carriers with activism alone, which is why we have the Letter Carrier Political Fund (LCPF), our political action committee (PAC). The PAC allows us to support letter carrier-friendly incumbents and candidates, and, in turn, we build relationships with members of Congress who we can reach out to for help in protecting us on the issues that matter most. Our PAC is non-partisan, meaning we will support Republicans, Democrats and Independents who support us on the issues that matter most.

The political views of NALC members across the country vary from the far left to the far right, which makes our union strong. Regardless of our individual political views, we can be united in defending against potential harmful cuts to the compensation and retirement benefits that we have earned. Making contributions to our non-partisan LCPF is the easiest step we as NALC members can take.

For more information or to sign up to become a contributor, please go to [nalc.org/pac](http://nalc.org/pac) or contact the Department of Legislative and Political Affairs at NALC Headquarters at 202-662-2833.

Note: By contributing 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.

## Branch 2184 New Members

Darnisha Hampton	Dearborn Main
Travis Alexander II	Ypsilanti
Alaa Bazih	Canton
Michael Diroff	Allen Park
Antonio Divito II	Dearborn Main
Michael Donahue	Ypsilanti
Sophia Ellis	Canton
Justin Fowler	Belleville
Bradly Hodges	Dearborn Annex
Kevin Jackson	Northville
Joshua Kruse	Canton
Lasean McCary	Belleville
Taniya Miller	Northville
Shaun Murphy	Dearborn Main
Lucia Murray	Dearborn Main
Gail Perkins	Canton
Ciara Watson	Allen Park
Ahmed Zreika	Dearborn Annex
Mahmoud Alkhuzae	Dearborn Main
Kyle Atwood	Monroe
Page Bledsos	Northville
Larry Clark	Dearborn Heights
Fox Foster	Belleville
Jamal Gilmer	Dearborn Main
Deonna Grubb	Canton
Shantese Jennings	Inkster
Tezron Lewis	Canton
Antonio Moore	Dearborn Main
Riley Newton	Trenton
Taylor Oliver	Dearborn Main
Gabrielle Smith	Taylor
Marquita Tillman	Dearborn Heights
Crisandra Welch	Westland

# Welcome

## Retirements

Retirements from pay periods  
17, 18, 19, 20/2022

Andrea Watson    Westland

## Milestone Members

Frank Korige    60 year member

John Lowry    60 year member

Lyle Rosan    60 year member



## Retirees Meeting Notice

Retirees meeting will be held **in person** on November 9th 2022. Masks will be optional and safety precautions such as social distancing and open doors will be followed. Meeting will still start at 12:30 pm. Meetings are informal and include discussion about retirement issues.

Pizza and Pop will be served.



Looking forward to seeing all of you in person. It has been a long time since we could get together.

*--Leonard Zawisa  
Retirees Officer*

## USPS Pay Year 2023 and USPS Leave Year 2023

### What You Need to Know

The initial round of vacation selections for 2023 should begin in ALL Branch 2184-represented stations on Thursday, December 1, 2022, as prescribed by Branch 2184's Local Memorandum of Understanding (LMOU). Each year we find that many in postal management as well as some letter carriers are confused and misinformed about the difference between the USPS pay year and the USPS leave year. In an effort to be proactive regarding the inevitable questions and concerns regarding these subjects, please be aware of the following information.

**USPS Pay Year 2023** will begin on Saturday, December 17, 2022. This is the first date of pay period 1, week 1, 2023. Of note, **USPS Pay Year 2023** will include 27 pay periods, as opposed to the usual 26. Once every 11 or 12 years there is an additional pay period. This occurs because 26 periods of 14 days each equals 364 days. Our calendar years are 365 or 366 (leap year) days. The difference adds up and periodically results in an additional pay period. But wait, there's more....!

**USPS Leave Year 2023** will begin on Saturday, January 14, 2022 (pay period 3, week 1, 2023). You will quickly note that this is two pay periods LATER than the pay year begins. This is because USPS leave regulations found in the Employee and Labor Relations Manual (ELM), section 512.12 define the USPS leave year as "the year beginning with the first day of the first complete pay period in a calendar year and ending on the day before the first day of the first complete pay period in the following calendar year."

The first complete USPS pay period in calendar year 2023 does not begin until Saturday, January 14. The previous pay period begins on Saturday, December 31, 2022; therefore, it is not entirely within calendar year 2023. As if this were not confusing enough, it also means that career letter carriers will earn an extra pay period's worth of leave – 4 hours of sick leave and either 4, 6, or 8 hours of annual leave, depending on leave earnings category. CCAs will earn up to 4 hours of leave, depending on their schedules for that pay period. **For fulltime regular carriers (only) this additional leave was previously advanced and already credited when you received your 2022 annual leave.**

Now for the part that fulltime regulars always want to know. When will the newly advanced annual leave for 2023 be available to use? **The answer is - beginning on the day that it is advanced and credited, which will be Saturday, January 14, 2023, the first day of the new USPS leave year.** Please be aware that leave balances included with pay data for fulltime regular carriers will not be updated to reflect the newly advanced leave until pay date for pay period 3, which will be Friday, February 3. **However, again note that the newly advanced leave will be credited and fully available to use beginning on January 14.**

### What Else You Should Know

Some additional information regarding annual leave requests in Branch 2184 represented post offices: Always be sure that annual leave is requested through the completion and submission of **PS Form 3971 – Request for or Notification of Absence**. Do not rely on verbal annual leave requests or those made by text message, etc. **A PS Form 3971 MUST be completed and submitted** for the leave request to be valid.

The purpose of the second round of vacation selections (informally known as the "second pass") is to allow carriers to choose additional weeks that are still available in **the choice vacation period**. It is not intended for non-choice weeks because they are no limitations on the number of non-choice weeks that can be chosen during the initial round of vacation selections, as long as leave is available to cover them.

The leave remaining or "incidental leave" provisions of our Local Memorandum of Understanding (Items 4.7 and 12.2) **become effective immediately upon completion of the initial (first) round of vacation selections. Leave remaining (incidental leave) requests cannot be approved prior to six weeks in advance**



**of the week during which the days are requested.** They are approved on a first come, first serve basis and must be granted if timely submitted and the leave is available, up to the number that is allowed off for that week. If two or more leave remaining requests are submitted on the same day and are requesting the same time period, they are approved by seniority up to the number allowed off.

**Approved CCA leave requests must be placed on the CCA leave boards ONLY.** Leave approved for City Carrier Assistants (CCAs) is NOT used to fill any slots on the career city carrier vacation boards, and it is NOT counted against the number of career letter carriers allowed off at any time.

Branch 2184 Convention Delegates planning to attend the MISALC Convention in Detroit May 1 and 2, 2023 should notify management PRIOR TO the beginning of vacation selections in December.

If questions or concerns about any aspect of Branch 2184's local leave program arise, please contact your steward or the Branch 2184 office immediately so that they can be timely addressed. **These are our locally negotiated leave procedures, and any questions of interpretation or clarification should be addressed only by Branch 2184, not by postal management.**

-- Joe Golonka, Chairperson  
Branch 2184 Contract Administration

## Election Day VOTE



NOVEMBER 2022

MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5
6	7	8	9	10	11
12	13	14	15	16	17
18	19	20	21	22	23
24	25	26	27	28	29
30					

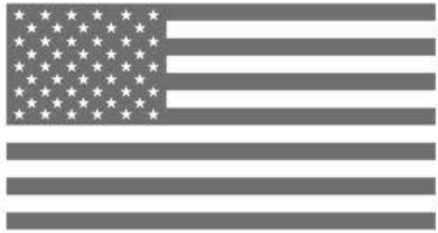


# Your Vote is Your Voice

# Your Vote Counts

## VETERANS DAY POSTAL HOLIDAY

# THANK YOU VETERANS



\*\*\*\*\*  
HONORING ALL WHO SERVED  
\*\*\*\*\*

## November 11th 2022

## Branch Uniform Bank Now Open!

As our new CCA Brothers and Sisters join us as new members, Branch 2184 is asking our retired and active carriers to donate new or used uniforms that they no longer need. If you would like to donate please bring them to the Branch office or give them to your Steward to drop off.

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

Lets make our new members feel welcome.

For more information call  
313-295-1640

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

“FMLA” forms  
OWCP Information  
Carrier Pay Chart  
CCA Information  
2184 Memo of Understanding  
National Agreement  
Grievance Forms  
Grievance Guidelines  
Grievance Issue Statements  
JCAM, MRS, M-39, M-41  
Newest Covid 19 Relief Plan  
Retirement Information  
Contract Agreement  
E-COMP for Covid

## Contract Corner:

### Step Increases

During their initial 12 years and 4 months of career USPS employment, City Letter Carriers receive periodic pay increases known as “step increases.” These are so named because they reflect advancement by “steps” through the city letter carrier pay scale. Step increases are separate from and in addition to contractually negotiated wage increases and cost of living adjustments (COLA).

USPS rules for granting step increases to city letter carriers are found in Article 9, section 5 of the Contract and in the Employee and Labor Relations Manual (ELM) Section 422.13. The current pay steps are designated as A through O, although this is soon to change as a new step P is added beginning on November 19 this year. This will increase top letter carrier pay by an additional \$444.00 annually.

The current City Letter Carrier pay schedule, which can be found on the NALC National website, the NALC App, and in the *Postal Record*, provides the pay rates for city letter carriers at each step of both Table 1 and Table 2 of the City Carrier pay scale. Notably, the step increase progression is different in Table 2 than in Table 1, but both pay tables currently bring a city carrier to the top step after 12 years and 4 months of USPS career employment. In Table 1, the waiting period for the first two step increases is 96 weeks, but this steadily decreases to just 24 weeks from Step N to Step O, the last two steps. In Table 2 there is a consistent 46 week waiting period between each of the steps.

### Other Step Increase Provisions

Step increases are automatic unless a career employee has accumulated excessive (13 weeks or more) of leave without pay (LWOP) during the period since their last step increase. If 13 weeks or more of LWOP is incurred during this time, the next step increase will be deferred (delayed) a specific number of pay periods, depending on the total number of weeks of LWOP during the waiting period. However, LWOP incurred while receiving wage loss compensation on the rolls of OWCP, while on military duty, or while serving as a fulltime union official is

NOT counted for purposes of deferring the next step increase.

As a bit of history, prior to 1990 USPS management had the option of delaying a letter carrier's next scheduled step increase because alleged "performance reasons." The arbitrary and subjective nature of this often would make step increases a contentious subject, as management could and did use this option to retaliate against employees they didn't like. The result was numerous grievances filed by the NALC on behalf of letter carriers who had been notified of delays in their scheduled step increases. Our grievances were nearly always successful in overturning management's step increase antics, and language was added in the 1990-1994 Contract that step increases could no longer be delayed because of alleged "performance reasons."

## A New Step "P"

As noted above, on November 19 this year a new step P will be added to the City Letter Carrier pay schedules. The waiting period in Step O to reach Step P of the basic salary schedule in Tables 1 and 2 will be 46 weeks. Letter carriers with at least 46 weeks in Step O of the basic salary schedule in Tables 1 and 2 on November 19, 2022 will immediately advance to Step P of the salary schedule. Letter carriers with less than 46 weeks in Step O will advance to Step P upon reaching 46 weeks.

Finally, any career letter carrier who believes that their step increase(s) have been improperly calculated or applied should request to see their steward. A review of their career work and salary history should be sufficient to answer any questions as well as identify any possible issues.

## "No Lunches" and Overtime Work

Although the approval of a "no lunch" request submitted by a letter carrier is at management's discretion, in some Branch 2184-represented stations they arbitrarily attempt to utilize the "no lunch" option in a carrot and stick manner - as a not very subtle means to get letter carriers to run their routes in eight hours, even in situations where overtime and/or assistance would otherwise be necessary.

This is being done by attempting to make approval of a "no lunch" contingent upon working only eight hours, regardless of the carrier's workload that

day. **However, there is no work rule or any USPS Handbook or Manual provision that supports an arbitrary and unilateral management policy that a "no lunch" can only be made available to those working eight hours.**

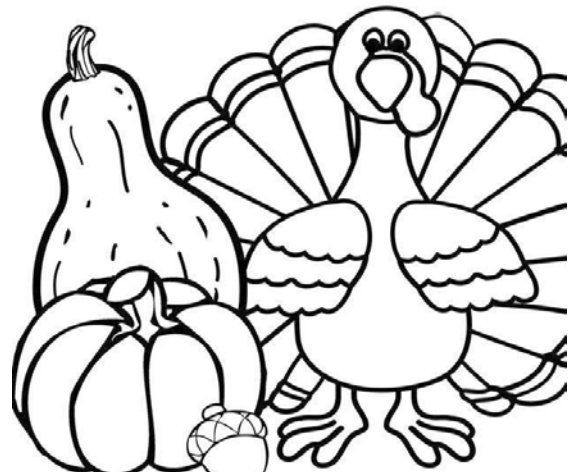
In fact, in some offices many CCAs as well as some ODL carriers routinely do a "no lunch" in order to work as much overtime as possible - when it is to the convenience of management, who routinely approves such requests even while arbitrarily denying others. However, management can't have it both ways, and an arbitrary and selective granting of "no lunches" only to letter carriers working eight hours is a clear example of disparate treatment. If a local policy of this nature exists, it should be documented and challenged with a grievance.

Finally, it has long been the position of the NALC that the frequent use of a "no lunch" by individual letter carriers should be discouraged. There are several potentially negative health and safety-related consequences from working as much as eight to twelve hours at a time without a substantial rest period of at least a half hour, in addition to your two ten-minute breaks and other necessary breaks for personal needs. Additionally, anyone doing a "no lunch" should carefully monitor their work hour and pay records to ensure that lunch was actually not deducted on that day or days.

-- Joe Golonka, Chairperson

Branch 2184 Contract Administration Unit

HAPPY  
THANKSGIVING





Plymouth steward and formal Step A designee Tamara Bosman has successfully completed training as a NALC Step B Dispute Resolution Team member. She had been certified as a Step B Dispute Resolution representative.

**Congratulations to Tamara!**

 **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 the Letter Carrier Political Fund.
- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

**Contact Your Brookfield Representative!**

**Carl Ramsey**  
**313-659-8827 (voice & text)**

# Postal Reform Medicare Integration

Medicare integration will not take effect until January 1st 2025. Choices will be divided into 2 groups.

Group 1. - As of 1-1-25, everyone that is an annuitant (retired) and active 64 years and older.

Group 2. - Everyone else on 1-1-25 that is active and under age 64.

Group 1. No one in this group is required to do anything other than what they have already done. If you did not buy part B when you retired and were eligible you will have a chance to buy Medicare part B without paying the penalty. Only for that 2024 open season.

Group 2. When you retire and turn 65 you will be mandated to buy part B Medicare. Exceptions 1. Unless you have alternate insurance such as VA benefits. 2. Live somewhere that doesn't have Medicare coverage (out of the country).

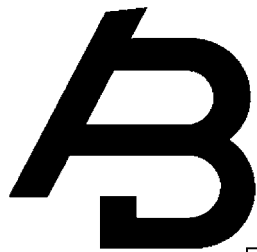
2024 November (normal open season). Bill mandated almost every health plan to create another plan for postal employees only called **Postal Employees Health Benefit Annuitant (PEHBA)**.

Everyone will have to switch from **Federal Employees Health Benefits Annuitant (FEHBA)** to PEHBA. . With a larger group and Medicare becoming the primary payer and being mandatory we expect the cost of insurance in PEHBA will not rise or cost as much as FEHBA.

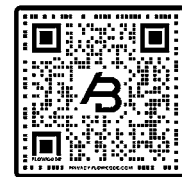
NALC and Branch 2184 will keep the membership informed as more information becomes available.

-- Leonard Zawisa  
Retirees Officer

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LIVONIA, MI 48152



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THURSDAY 9:00AM - 7:00PM  
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- Come shopping at Allie Bros to enjoy our 'best value pricing' and assistance from our friendly staff.
- Call your order in - we'll ship it for free.

# Letter Carrier Political Fund Contributors

## Allen Park

- Tod Lilla
- ✓ Mark Owen
- Karen Russell
- ✓ Kris Shaw

## Belleville

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

## Dearborn Main

- ✓ Darryl Clay
- ✓ Symone Coleman
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Damon Green
- ✓ Yvonne Jackson
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey (R)
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia (R)
- ✓ Hussein Ghoteimi
- ✓ Mark Judd (R)
- ✓ Thomas Klecha (R)
- Joanne Kuzala (R)
- ✓ Roderick Lelental (R)
- ✓ Melvin MacDonald
- ✓ Carol Macieczni (R)
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Brian Robinson
- ✓ Brian Rodden (R)
- ✓ Darren Smith (R)

- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)
- ✓ Joseph Vitie (R)
- ✓ Anthony Whitley
- ✓ Steven White
- ✓ Larom Williams

## Dearborn Heights

- Roger Corpolongo (R)
- ✓ Hassan Ghoteimi
- ✓ Marwan Ghoteimi
- Chanel Harrison
- ✓ Ian Mair (R)
- ✓ James Powell (R)
- ✓ Pamela Sellers
- ✓ Alan Swinteck (R)
- Christopher Tostige (R)
- ✓ Denise Viola
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