



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 2015

**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:**

May 6th, 2015  
June 3rd, 2015  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

May 13th, 2015  
June 10th, 2015  
(12:30 p.m. - Union Hall)

**In this issue:**

Presidents Report	1-3
EVP Report	3-4-5
VP Report	5-6
Scholarship App	7
KIM Report	8-9
Contract Corner	10-11
COLCPE	12-13
Branch Picnic	15
Food Drive	16

## President's Report

### Memorandums Renewed

On April 1, the NALC and USPS agreed to renew three National level Memorandums of Understanding (MOU). These are M-01856, Full-time Regular Opportunities; M-01857, Sunday Delivery-CCA Staffing; and M-01858, Signing Overtime Lists. All three of these memos expire on May 20, 2016. While the memorandums are largely unchanged from previous versions, there was an important and beneficial change in M-01857. This new language reads: **"City carrier assistants converted to full time career status during the term of this agreement will not serve a probationary period when hired for a career appointment provided the employee successfully served a cumulative 360 days as a city carrier assistant directly before conversion to full-time career status."** Under the old memo, CCAs would have had to complete two 360 day tours before being exempt from serving a probationary period when converted to career.

### Capitol Hill Update

The Republican-controlled House and Senate have passed their proposed budgets for fiscal year 2016 and now are in the process of reconciling the differences between the two. The reconciled version of the appropriations Bill is scheduled to be voted on upon their return to work after the Easter recess. Needless to say, they have once again found a way to try to balance their own budgeting incompetence on the backs of working families, more specifically "Federal employees," including you. According to the *Federal Times* both the House and Senate versions would significantly increase Federal employee pension contributions, and the budget proposals would also sharply lower the interest rate earned on Thrift Savings Plan contributions into the G-Fund. If approved, it would effectively reduce the rate of return in G-Fund investments to a meaningless 0.01 percent! Your health benefits were also another favorite target

(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
Dundee.....	313-295-1640
Flat Rock.....	Josh Zaas
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 Maleszewski (alt)
.....	Bridgette Sams (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
.....	Katrina Jones
.....	Dawnyelle Coure
Canton.....	Samantha Hales
.....	Lois Fritz (alt)
Ypsilanti .....	Mike Tredway
.....	Paul Bordine
.....	Tanisha Payne (alt)
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)

### Address Correction Requested

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

**Call 313-295-1640**

(Continued from page 1)

**Presidents Report**

area for the current Congressional budget makers. Both of their proposals would have the same impact of shifting costs from the USPS to the employees.

**MDA Bowl-a-thon**

On Sunday, March 22, Branch 2184 squared off once again against our crosstown rivals from NALC Branch 1 in what has become known as the "Battle of the Branches". The event was held at Cherry Hill Lanes in Dearborn Heights. State President Dan Florkowski was in the house, as well as over 100 spectators and 80 participants. This was the largest turnout by far for both Branches in the three-year history of the event. This year we in Branch 2184 had 39 bowlers helping to defend our title while Branch 1 had 41 bowlers participating. When all the pledges were tallied and the pins had settled, I am proud to report that we have once again retained our title as well as the coveted President's Plaque Award for the third year in a row! Team 2184 raised a record \$3,651.00!

Special thanks as always go out to those Branch officers and members who participated in this worthwhile event and helped raise the dollars and pledges. This year we had bowlers and pledgers from twelve of the nineteen offices we represent – Belleville, Canton, Dearborn Annex, Dearborn Main, Dearborn Heights, Grosse Ile, Inkster, Lincoln Park, Plymouth, Taylor, Temperance, and Westland. This year Westland was our top office for both dollars raised and bowler /spectator participation. Hats off to our top individual fundraiser, Gilbert "Rod" Pruiett of Westland, who collected \$738.00 in pledges on his own. The Wayne-Westland-Canton connection raised close to 1/3 of all the dollars pledged for this event. A special thank you goes out to our Stewards Katrina Jones, Dawnyelle Coure, and Samantha Hales for their hard work in making Wayne-Westland-Canton our top installation for Bowl-a-thon 2015.

Rounding out the top four installations in the Branch: Lincoln Park #2, with Paula Hall and Scott

Watts leading the way; Taylor #3 with the Michele Szafran family and company; and honorable mention goes to Dearborn #4, and the father son dynamic duo of Mel and Matt MacDonald. At the end of the day a good time was had by all, with the real winners being the kids we send to camp and the families who will be assisted with their clinic visits. They are after all the real winners of the Bowl-a-thon!

-- Mark Judd  
President

**EVP's Report****T-6 BUMPING**

This is a question that I get asked at least once a week by a carrier at the union office or within the Westland Installation. "Does a T-6 have the right to select his/her assignment on their T-6 string if the T-6's string has two or more vacant assignments open?" The answer to that is yes, **PROVIDED** the non-scheduled day carrier is coming in to work to **TRIGGER** this "bumping" provision. If there is not an NS day carrier coming in to work to trigger the bumping provision, then the T-6 carrier **DOES NOT** have his/her choice of assignments when two or more assignments are open within the T-6 string. Under Item 22, section 4 of our Branch 2184 Local Memorandum of Understanding, **TEMPORARY ASSIGNMENT CHANGE FOR T-6 ASSIGNMENTS**, it states:

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

(Continued on page 4)

(Continued from page 3)

## Presidents Report

I have had some letter carriers debate with me and our Branch 2184 Shop Stewards about the above language and what the intent of the language is. You cannot take the last sentence of the paragraph and apply it without the first sentence. This provision must be read in its entirety.

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

## UNIFORM BANK

The winter months are behind us now and we are looking at the warmer weather months ahead. If you are retired or active and you have slightly used uniforms that you can donate, please drop them off at the Branch 2184 office if you are in the neighborhood. You can also bring your uniforms into your post office and give them to your shop steward. He/she will make sure that the union office gets the uniforms. You will receive acknowledgement in the next "Branch 2184 Speaks."

CCAs have taken advantage of this uniform bank and that's why your donations are so important. Throughout our branch, many of our CCA brothers and sisters are struggling to receive their contractual uniform allowance and have filed consequent grievances to help expedite receiving it. Meanwhile, being able to come to the union office to get some uniforms really has made a difference for these CCAs in this ever changing Michigan weather. For all who have participated in donating, thank you. For those who plan on donating, thank you in advance for your consideration of your union brothers and sisters.

**Branch Uniform Bank  
Now Open!**

## COLCPE

Just recently, I was asked by a carrier, "what is COLCPE and why should I contribute to it?" I responded by telling the carrier that this was a very good question, and went on to explain that COLCPE (Committee on Letter Carriers Political Education) was the NALC's PAC (Political Action Committee). I also added that this PAC raises money for the purpose of defeating or electing candidates to elected office, based solely on their positions **regarding letter carrier issues**. This carrier understood and then signed up for COLCPE.

I went on to say that there was current legislation that is aimed at directly cutting letter carrier pay. The federal spending plan for Fiscal Year 2016 passed by the House of Representatives on March 24, 2015 once again targets letter carrier pay and benefits. How? This budget proposal calls for requiring all federal employees to pay much more out of their own pockets toward their retirement benefits. If adopted, this would amount to an immediate \$3,500 annual *pay cut* for a top step letter carrier. The budget also proposes, without any justification, stripping postal employees of their rights to negotiate over contributions by postal employees for health and life insurance.

This is why COLCPE is so important. Every active and retired City Letter Carrier should be contributing to COLCPE. If you would like to know more about how to sign up for COLCPE, please contact the union office and a branch officer will be glad to assist you with signing up. The job you save just might be your own.

## CUSTOMER CONNECT

The program now has netted \$1.9 BILLION and counting. We are a little over \$43,000,000 shy of the \$2 BILLION mark. That next lead that you submit could be the sale that puts the program over that \$2 BILLION milestone. Just imagine, brothers and sisters, if every active and retired letter carrier submitted at least one lead. The potential new revenue for our employer could be in the tens of BIL-

LIONS. So if you have a business route or businesses on your route (new or old), ask them if they would be interested in possibly growing their business and saving money. Fill out a lead card and turn that info in to your Customer Connect coordinator or supervisor. They will put the information in and follow up with you.

Even if that lead doesn't turn into a sale, you may still receive credit for your office because of carrier participation in the program. If enough carriers turn in a lead, your office may still win in the program a breakfast on the Detroit District. The way the program works is all levels of offices compete against one another in carrier participation. For example, the Taylor Post Office is a level 22 office. Canton is also a level 22 office. Whichever office got the most leads turned in between the two in a calendar quarter would win the breakfast.

This is our Postal Service! Together, we can save it! This is one more way to do it! Let's take the program over 2 BILLION Dollars!

In unionism,

-- *Walt McGregory*

*Executive Vice President*

---

## VP's Report

In the last edition of our Branch publication I reflected briefly on some of the changes that have occurred with letter carrier work methods during the past several decades. There have, of course, been other significant changes during this period of time, everything from letter carrier uniforms to delivery vehicles to time recording devices as well as many, many other things. Some of these changes have been quite subtle and others quite significant, such as scanning technology.

Unfortunately, it is very clear that one thing has not changed at all, and in fact has arguably become even worse. United States Postal Service management continues to recruit and promote individuals into its management ranks that have no business whatsoever being in positions that require leadership

and management skills. Even the most basic requirements of management such as the ability to make simple decisions, to think clearly and rationally, and to provide competent and respectful leadership in the direction of others, are woefully absent in many of these men and women.

It is equally clear that the training and guidance provided to prospective Postal Service supervisors is void of any real emphasis whatsoever on developing even basic interpersonal skills such as the ability to listen and how to engage in respectful interaction with others. Instead, it is only about "making the numbers," to the apparent exclusion of anything else. The USPS also still seems stuck on retaining an outmoded and long-discredited model of labor relations that emphasizes attempted intimidation and abusive, arrogant, and even deceitful management behavior as the desired means of attempting to accomplish its mission.

We see the results of this misguided emphasis on the work floor of many Branch 2184-represented offices on a daily basis, as weak and insecure supervisors attempt to manage within the Postal Service's numbers-obsessed culture. Consequently, the Postal Service has created and openly promotes a workplace environment that emphasizes and even rewards management callousness and the wholesale disrespect of those who actually have real jobs and do the real work of the organization. In fairness, there also are some management representatives in Branch 2184-represented offices that have shown the ability to rise above this widespread culture of antagonism and disrespect, much to their own credit.

My own experience as a career letter carrier and as a union official has taught me that the surest sign of a weak and insecure supervisor is his or her use of the expression "direct order," as in "I am giving you a *direct order*." Indeed the overall ineffectiveness of a supervisor is directly proportionate to the number of times he or she uses that expression, the use of which reveals a wholly inadequate competence for directing others in a professional and re-

*(Continued on page 6)*

(Continued from page 5)

VP Report

spectful manner. Instead, they can only fall back on a pathetic and misguided sense of tin god "authority" which actually diminishes their standing among co-workers even while exposing a glaring absence of communication skills.

In a similar manner, supervisors that use expressions such as "get off of my clock" are merely revealing their own latent insecurity as well as a tacit inability to interact with others in a professional manner. Such childish behavior is also indicative of a greatly overinflated sense of self-importance. MY clock?? Really??? Of course, it is not their clock; instead it is the Postal Service's clock, but in their apparent delusions of power they seemingly can't distinguish the difference.

Weak and insecure leadership is harmful to all organizations. However, we in the NALC can directly address weak leadership and make needed changes. Unfortunately, we don't have that option when dealing with insecure and ineffective Postal Service leadership. Only the Postal Service can change its management personnel and only the Postal Service can change its internal culture and policies, and they have shown no sincere interest in doing so.

It is important to remember that the best interests of the United States Postal Service are *always* in our own best interests and that we must do everything that we can to promote those interests. It is our responsibility to help ensure that the Postal Service survives and thrives in spite of its antagonistic and abusive management culture. In other words, the world's most efficient delivery service employees must continue to succeed not because of Postal Service management, but rather in spite of its management.

Conversely, the best interests of numbers-obsessed Postal Service *management* are usually *not* in our own best interests and should not be confused with the success of the Postal Service itself. You owe consistent loyalty and your best effort to the USPS and to its customers, in return for employment

and a paycheck. You owe NOTHING to your supervisor or any other representative of management, especially those that clearly lack the ability or willingness to professionally and respectfully interact with others.

Back in the 1970s during my steward days in Plymouth I would frequently clash with the Postmaster, who was an especially arrogant individual. During one exchange he told me that I must respect him "because of his position." In response I told him that respect must always be earned and not simply demanded. No amount of "direct orders" or other petty displays of authority can ever change that. Unfortunately, this fact still seems entirely lost on Postal Service leadership, especially at the local level. To paraphrase a song, we keep on waiting for the world to change. In the current version of the Postal Service that is still just not happening.

-- Joe Golonka  
Vice President

## Branch 2184 Web Site

### [www.nalc2184.org](http://www.nalc2184.org)

Retirement Publications  
Retirement Videos  
Scholarship Application  
OWCP Information  
"OWCP" Forms  
Branch Calendar  
"FMLA" forms  
Carrier Pay Chart  
Online Forms 3971, 3996, 3189

### Steward Resources:

Grievance Forms  
Grievance Guidelines  
National Agreement  
Defenses to Discipline  
JCAM, MRS, M-39, M-41  
2184 Memo of Understanding

# Branch 2184 2015 Scholarship Application

## Qualifications:

1. Must be a dependent child of a Branch 2184 member in good standing (active or retired) or a child of a member now deceased.
2. Applicant's parent must be a member in good standing of Branch 2184 for at least one (1) year prior to making application, with the exception of children of members now deceased who were previously members in good standing of Branch 2184 at the time of their death.
3. Must be a high school senior, high school graduate, GED recipient, or attending college or technical school (undergraduate) at the time of submitting the application, and attending an eligible school in the fall. \*\*
4. Only one application per child per year. Only one scholarship per family will be awarded each year.
5. Student must have maintained a 2.0 grade point average or above. A copy of grade transcript or equivalent must accompany application for scholarship.
6. If the NALC parent of a successful applicant is suspended by the Branch or makes an application for a supervisory position before monies are paid, the scholarship will be cancelled. Children of members who have applied for a supervisory position are excluded from making application for two (2) years following withdrawal of the supervisory application.
7. Students with full scholarships are not eligible.
8. Eligible schools: accredited and licensed colleges, trade schools, community colleges and schools of higher education only. The institution's eligibility shall be determined by the scholarship committee.
9. All decisions of the scholarship committee will be final.

**\*\* TO BE ELIGIBLE TO APPLY FOR THIS SCHOLARSHIP YOU MUST BE ENROLLED IN OR ENTERING AN ELIGIBLE SCHOOL FULL OR PART-TIME IN THE FALL OF 2015.**

## Awards:

1. The scholarship committee shall award the scholarships by random drawing of all eligible applicants.
2. Scholarships will be on a yearly basis and will be awarded at the October monthly meeting.
3. Scholarships will be awarded in allotments of \$500.00. Four (4) scholarships of \$500.00 shall be allocated.
4. Four (4) alternates will be selected in the event that any scholarship winners are later ruled ineligible. The alternates' names will not be disclosed.
5. The scholarship will be disbursed to the student when a copy of a receipt for tuition, room and board, or books is provided to the committee. The student must be full-time or part-time as established by their school or college.

Member's Name:		Member's Phone Number:	
Member's Station:			
Applicant's Name and (Date of Birth):		Name of School:	
Address:		Address:	
Signature of Member:		Date:	
Signature of Applicant:		Date:	
Signature of Steward or Officer:		Date:	

**THIS APPLICATION  
MUST BE MAILED TO  
THE FOLLOWING  
ADDRESS:**

SCHOLARSHIP COMMITTEE  
BRANCH 2184, NALC  
6969 Monroe  
Taylor, MI 48180-1815

**Applications  
Must be Received by  
SEPTEMBER 28, 2015**

# **KIM Region Report**

## **Kentucky - Indiana - Michigan**

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

**March 2015**

**Patrick C. Carroll**

#### **Changes at Region 6 Office**

Some of you may be aware but just so everyone knows there have been some changes at our regional office. RAA Jeff Fultz has taken an assignment as one of the seven NALC Regional Workers Compensation Assistants working under the direction and guidance of President Rolando and Director of Retired Member Ron Watson. Jeff's skill in the OWCP arena is extensive and he will serve NALC members well in assisting with the often times complicated world of injured workers. Unfortunately for Jeff he had to make the sacrifice of relocation and he will now cover the regional area of California, Nevada, Guam and oh I did I forget to mention Hawaii??? Jeff has relocated to California and we will miss him but I am sure he won't miss the winters in Michigan. The injured letter carriers in those states will surely benefit from his knowledge and experience and I know he will serve the NALC well in his new capacity.

David Mudd from Branch 14 Louisville, KY will be the new Regional Administrative Assistant replacing Jeff. David is very talented and is a great addition to our office. He has many skills and I must say that I am very impressed on how he has come on board and dealt with many issues affecting letter carriers in the region. He is well versed in contract and arbitration experience, route inspection and adjustments, training, computer skills, OWCP, etc. I would ask everyone to welcome him as he begins a new chapter in his career.

I would not be doing justice if I didn't mention this fact. There were several people *who* have worked in and for the region that would make excellent RAA's and many of you know who they are. It is unfortunate that only one person can be selected to fill the vacancy as the workload at the office could use 2-3 more people. Certainly there were some disappointments but rest assured we can use everyone's talents now and in the future and I intend to use all of our union leaders to assist in the many functions we do in the KIM Region. I just wanted to recognize all of those who were considered.

The other new addition to the workings in Region 6 will be Ron Adams, former RAA from Region 11, *who will* be doing the same job as Jeff Fultz and assigned to our region as our OWCP expert. Ron comes with very high credentials not only in OWCP but in retirement knowledge as well. I have asked Brother Adams to attend the three State Conventions this year so that he can get to know our branch leaders and he will set up a spot that he can answer questions regarding OWCP and retirement. Furthermore we will be using Ron as a trainer at both our KIM Regional Training and other local trainings as needed and requested by our branches.

#### **CCA Issues**

We continue to deal with many issues affecting our CCA membership. I am pleased to report that CCA's who are members in the NALC has risen to 80% from the original figure of 64%. That said, the real number is probably closer to the 84% mark once we get all the data cleaned up. But we still need to make every effort to get the CCA to join the NALC and I can assure you that we are working very hard at the regional office to make that happen.

CCA employees should take advantage of the CCA Retirement Savings Plan offered by the NALC



Mutual Benefit Association. The plan provides CCA's the opportunity to begin saving for retirement prior to becoming a career employee. The interest rate for this plan now stands at 4% with a guaranteed interest rate that will never go below 2%. The revised brochure and application are now available on the NALC website [nalc.org](http://nalc.org) under Member Benefits. A CCA can also call the NALC MBA office at 202-638-4318, extension 30 for questions about this benefit plan.

## **NALC Food Drive**

The 23rd Annual NALC Food Drive is Saturday May 9 and planning is continuing within the region. Regional Food Drive Coordinator Jim Hunter has been doing a great amount of planning and we are looking forward to another banner year even though there have been roadblocks with national sponsors supplying post-cards.

Last year we collected almost 73 million pounds nationwide raising the total to 1.3 billion pounds since the inception of the food drive in 1992.

We will all be ready on May 9 to do what we do best-take care of those less fortunate than ourselves. Too many children go to bed hungry every night in this country. Our effort to collect food for our communities is a huge help to assist in eradicating that problem.

## **Uniform Pilot Test**

Thanks to all the branches who responded to my email about the Uniform test being conducted by the NALC and USPS. When I sent the message out for branches who wanted to be part of the test I got a huge response. I have forwarded the entire list of branches that responded to Director of City Delivery Brian Renfroe. Once selections are made, the branches will be notified.

## **The Year Ahead**

2015 looks to be as busy of a year as any other in the past. We have three state conventions, a national Rap Session in July and our KIM Regional Training Seminar in October. These events combined with the normal business in the region will make for everyone being very busy. I look forward to working with everyone during the course of the year and together we will be successful.

The stresses of the job remains a constant and we continue to have to fight to protect our rights, but together, we will remain successful because letter carriers care about each other. Be professional and be safe.

**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

**Attend Your Branch Meetings**  
7:30 pm @ the Union Hall  
6969 Monroe  
Taylor MI. 48180

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

## Contract Corner:

**Q: My supervisor told me that she was putting me on a "deems desirable" list and that I had to provide acceptable documentation if I called in sick. What does this mean?**

**A:** "Deems desirable" is an internal management program that arbitrarily targets employees by requiring documentation of absences. It is based on two words taken from a single phrase in the Employee and Labor Relations Manual (ELM), section 513.361. The "deems desirable" program is otherwise not authorized or referenced in any Contract, handbook or manual provision. Of importance, "deems desirable" is entirely separate from and is unrelated to restricted sick leave, which is a specific administrative action defined by the provisions of the ELM 513.391. Because it takes management at least nine months to properly place an employee on restricted sick leave, "deems desirable" is sometimes referred to as a lazy supervisor's version of restricted sick leave.

Of significance, unless your absence from work is four work days or more, any documentation demand made under the auspices of "deems desirable" can and should always be responded to with a timely grievance upon return to work. Grievance remedy should include compensation for any documented out of pocket costs incurred while complying with the "deems desirable" demand, such as (but not limited to) medical copays and mileage.

Finally, "acceptable documentation" is defined in the ELM 513.364, which states in part "*The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation to perform duties.*" Please note that under NO circumstances should documentation ever contain a medical diagnosis or prognosis, nor any statement to the effect that the employee was "totally incapacitated."

Rather, it should merely provide a short explanation of why normal letter carrier duties could not be performed.

**Q: I am 57 years old and have been a letter carrier for 28 years. I heard that this means that I don't have make standards anymore. Is that true?**

**A:** In a word – NO. That is not true in any practical manner whatsoever. What you "heard" is one of the oldest and most persistent myths there is concerning letter carrier duties. Its source is section 242.14 of USPS Handbook M-39, Management of Delivery Services. This section of the M-39 Handbook specifically deals with determining the office time for an assignment during the adjustment phase following a "full blown" mail count and inspection. It allows for an "exception" (at management's discretion) for fixing scheduled office time at less than the minimum office casing standards or 18 letters and 8 flats per minute if performance is otherwise "satisfactory." This rare and very limited circumstance otherwise has no practical application to letter carrier duties and thus it is otherwise meaningless. Also, keep in mind that there are no "street standards" for letter carrier work to begin with, regardless of age or years of service.

**Q: My supervisor gave me an attendance review and wanted me to sign a paper that I had been given the review. Did I have to sign it?**

**A:** The signature requirement was by itself quite improper, but this question also raises another issue. First of all, the existence of any "attendance review" form other than a PS 3972 (the standard and official Postal Service attendance analysis form which is completed only by management) is also improper and should always be challenged with a grievance as an unauthorized and locally developed form. If management utilizes any form other than a PS 3972 when discussing attendance matters with you, notify your steward immediately.

Additionally, there are only a few forms and

documents that letter carriers can actually be required to sign. Among these are form 3971 (Request for or Notification of Leave) and form 3189 (Request for Temporary Change of Schedule). Letter carriers also must sign for the accountable items that are specifically listed in section 261 the M-41 handbook. These are as arrow keys, special services mail (certified, registered, express, and customs duty mail) and postage due mail. Additionally, employee signatures are required on U.S. Department of Labor Workers Compensation forms such as OWCP forms CA-1 and CA-2.

The list of items that letter carriers CANNOT be required to sign for is much longer. Signatures cannot be required in response to receiving any kind of written or verbal information or instructions from management, or attendance at any kind of meeting, which includes all forms of training as well as attendance at safety and service talks. Letter carriers also should not be signing for things such as gas cards or vehicle keys; or USPS medical forms of any kind; or DPS error logs and any other kind of mail tracking forms.

Unfortunately, Postal Service management has a long history of inappropriately attempting to require employee signatures for many, many things. The items listed above constitute only a partial list of things which do not require employee signatures. When in doubt, see your steward or call the union office. Finally, if you are given a specific instruction to sign for something and you believe that the instruction to sign is improper, comply with the instruction and then immediately request to see your steward.

## POLITICAL AWARENESS

I know that everyone has different opinions, whether it is religious views or even which political party they belong to. But anyone working at the USPS these days can see the mail being slowed down at their office. It's just ridiculous that a letter being mailed out from Lincoln Park is taking four days to arrive in Allen Park, just a few miles away.

That is just poor service. Even Priority Mail is taking longer to be delivered, and as a result our customers have started to complain and some are looking for alternatives which could kill our business, and your job along with it.

I encourage anyone that has not yet called their Congressional Representative to do so, urging them to co-sign House Resolutions 12, 28, and 54 as soon as possible. These are "sense of the Congress" resolutions that oppose USPS service cuts such as those just described. We cannot afford to lose any more business because our jobs depend on it. If you do not know who your United States Congressional Representative is you can go to our National Union's website, NALC.org, or call the Branch 2184 office. Please don't delay and do make that call as soon as possible.

The last thing that I want to say is that an aspirin can save your life. If you ever begin to experience chest pain or rapid heartbeat or even shortness of breath – don't delay! Take an aspirin immediately because no matter how we feel, a heart attack can strike at a moment's notice. Again, do not delay taking that aspirin, it's a lifesaver. Believe me, I know!

-- Scott Watts

*Steward, Lincoln Park*



**2015 Battle of the Branches  
MDA Bowl-a-thon**

## **COLCPE Contributors**

### **Belleville**

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

### **Dearborn Main**

- ✓ Darryl Clay
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Patricia MacDonald
- ✓ Carol Macieczni
- ✓ 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 McGregor
- ✓ Rosemary Miller
- ✓ Karen Regentik
- Brian Rodden (R)
- ✓ Darren Smith

- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)
- ✓ Steven White

### **Dearborn Heights**

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

### **Dundee**

- ✓ Chatrina Gensler
- ✓ Jerome Mannlein (R)

### **Flat Rock**

- ✓ Lillian Bogosian

### **Grosse Isle**

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

### **Inkster**

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

### **Lincoln Park**

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

- ✓ Ronald Hausch

- ✓ Nicole Pace
- ✓ Karen Purvis
- David Reise
- ✓ Barbara Scaggs
- ✓ Scott Watts

### **Monroe**

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

### **Northville**

- Betty Karsten

### **Plymouth**

- ✓ Heather Childers
- ✓ James Crossey
- ✓ Mary Ferrari (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
- ✓ 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
- ✓ Wanda Clark
- ✓ Dawnyelle Coure
- ✓ Ted Gagnon
- ✓ Albert Gilliespie
- Katrina Jones
- David Lehman (R)
- David Marshall (R)
- ✓ Walter McGregor
- John Meleski
- ✓ Ladonna Miller
- ✓ Marie Shannon
- ✓ Edward Sikora
- ✓ Carol Thornton
- ✓ Raymond Tobin

### **Canton**

- ✓ Lois Fritz
- ✓ Joe Golonka (R)
- ✓ Bonnie Price (R)
- ✓ Samantha Hales
- ✓ Calvin Winbush

## COLCPE Contributors

### Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Alan Grajczyk
- ✓ Willise Jeffery
- ✓ Gene Meadows
- ✓ Tanisha Payne
- ✓ Larry Rowland
- ✓ Randall Sano

✓ Michael Tredway

### GIMME 5



Protect your job "Join COLCPE today!"

Call 313-295-1640

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

Committee On Letter Carriers Political Education (COLCPE)

## 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.

## Memorial Day

May 25, 2014



# Allie Brothers Uniform Store

"Family Owned and Operated"

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

### HOURS

M, T, W, F	9:00 a.m. - 5:30 p.m.
Thursday	9:00 a.m. - 8:00 p.m.
Saturday	9:00 a.m. - 1:00 p.m.

- ◆ **WE GUARANTEE YOUR SATISFACTION**

1-248-477-4434

1-800-35-ALLIE

20295 MIDDLEBELT ROAD

LIVONIA, MI 48152

(3 blocks south of 8 mile)

www.alliebrothers.com

## Customer Connect

Congratulation to the following Branch 2184 carriers who turned in customer connect leads which turned into sales.

James Crossey (Plymouth) \$135,200.00  
Ali Sobh (Plymouth) \$18,408.00  
Mary Bommarito (Westland) \$7,929.00  
Christina Scott (Canton) \$847.00  
Michele Szafran (Taylor) \$4,320.00  
Felicia Bryant (Westland) \$3,500.00  
Robert Parisi (Taylor) \$273.00  
Dawn Zachos (Westland) \$1,750.00

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 **1.92 billion** in new revenue.



2015 Battle of the Branches  
MDA Bowl-a-thon

Branch 2184 Retirees Luncheon  
**PIZZA**  
Wednesday May 13th at 12:30  
Union Hall



# Brookfield® 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)

# Annual Branch Picnic

## Sunday June 28th

On Sunday, June 28, 2015, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families.

There are activities planned for children of all ages, including a dunk tank, inflatables and pony rides. The picnic will be held on the grounds of the Branch 2184 Office at 6969 Monroe Street in Taylor (just north of Ecorse Road). This day of family fun is free to all members and their families.



Watch for further information as it becomes available, including information that will be posted on Union Bulletin Boards in each station.

**Circle Sunday, June 28th on your calendars and make plans to attend!**



2015 Battle of the Branches MDA Bowl-a-thon



LETTER CARRIERS'  
**FOOD DRIVE**  
 SAT., MAY 9, 2015



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

NON-PROFIT ORG.  
 U.S. POSTAGE  
**PAID**  
 PERMIT #1927  
 DETROIT, MI