



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2006

Branch 2184
National Association
of Letter Carriers
AFL - CIO
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NALC2184@sbcglobal.net

Office Hours:
9:00 a.m. - 5:00 p.m.
Monday through Friday

Calendar
Branch Meetings:
July- August (Cancelled)
Sept 6, 2006
7:30 p.m. - Union Hall

Retirees Meetings:
July-August (cancelled)
Sept 13, 2006
12:30 p.m. - Union Hall

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President's Report

Congratulations to our Branch 2184 Steward of the Year Walter McGregory! Every year we are asked by the Michigan State Association of Letter Carriers to nominate a worthy candidate for the Fred Herman Steward of the Year Award. This award is presented at either the MSALC Off Year Training Seminar or at the State Convention. This year Walter was nominated and he was a runner up for the State award. Walter is our steward out of the Wayne office and also serves as the Step A designee for the entire Westland installation which includes Canton and Wayne as well as Westland proper. Along with being our go to guy for contractual matters in the Westland installation Walter also serves the Branch as our Sergeant-at-Arms and he is our Branch COLCPE Coordinator. Congratulations again and thanks for all your help and support.

The MSALC 2006 Off-Year Training Seminar was held at the Somerset Inn in Troy during the weekend of April 28 – 29. This year's seminar theme was "Strength Through Education." State President Dan Florkowski and his Officers did a fine job putting on a program that received nothing but positive reviews from those in attendance. Class subjects included topics such as CSRS and FERS Retirement classes, Overtime Violations, OWCP Appeals, FMLA in Transition, Political Action, New Steward training, Building Effective Safety Committees and last but not least Serious Discipline - Serious Defenses, which included a very informative "mock arbitration". I am pleased to report that all the Branch Officers and Stewards who signed up for this training were present and accounted for, with all reporting how much they benefited from the training. For those who like to plan early, next year's MSALC State Convention will also be held at the Somerset Inn in Troy

(Continued on page 3)

Officers

President	Mark Judd
Executive Vice President.....	Jim Wolstencroft
Vice President.....	Carol Clark
Recording Secretary	Cindy Trzeciak
Financial Secretary Treasurer.....	Cathy Tondreau
Sergeant at Arms	Walt McGregory
Health Benefits Representative	Jim Powell
Retirees Officer	Leonard Zawisa
Trustee	Casey Pennington
Trustee	Patricia Linna
Trustee	Gloria Warthen
Editor	Leonard Zawisa

Stewards

Belleville	Cindy Trzeciak
Dearborn Main	Cathy Tondreau
.....	Darryl Clay
.....	Ed Williams (alt)
.....	Nikki Passage (alt)
Dearborn Annex	Mark Judd
.....	Melvin MacDonald
.....	Tom Klecha (alt)
.....	Darrin Misfud (alt)
Teleford	John Czuchrak
Dearborn Heights	Jim Wolstencroft
.....	Linda Pollack
.....	Greg Silvestri (alt)
.....	Jim Hales (alt)
.....	Ian Mair (Alt)
Flat Rock	Gloria Warthen
Grosse Ile	Sharidy Harrington
Inkster	Bryon Hendricks
Lincoln Park	Dave Reise
Monroe	Chad Zion
.....	Chris Carmon
.....	Eric Venzke
Northville	Jim Wolstencroft
Plymouth	Don Oziemski
.....	Paul Pastula
.....	Bob Venning (alt)
.....	Heather Smallwood (alt)
.....	Ricky Rosales (alt)
.....	Patricia Linna (alt)
Rockwood	Gloria Warthen
Taylor	Carol Clark
.....	Andrea Smith
.....	Bob Parisi
Temperance	Kari Guthrie
Trenton	Casey Pennington
Wayne	Walter McGregory
Westland.....	Ted Gagnon
.....	Joan Hicks
.....	Aaronette Howell
WW - Canton	Sue Broge
.....	Dianne Daley
.....	Kathy Hayes (alt)
Ypsilanti.....	Brian Mueller
.....	Alan Grajczyk
.....	Jim Riddle (alt)
.....	Scott Hurd (alt)



Branch 2184 Speaks is published 6 to 10 times a year by Branch 2184, National Association of Letter Carriers, AFL-CIO.

The opinions expressed in this publication, May/June 2006, 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.

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*(Continued from page 1)**President's Report*

May 18 and 19.

The Dearborn and Westland offices have completed their respective route inspections and now we are entering the 60 day review period. It is my expectation that we will be working with management jointly to ensure that the data is properly reviewed. However, if management chooses to unilaterally review and implement you can be assured that any discrepancies or improper time deductions will be challenged by the Union.

I would like to thank Cathy Tondreau and Cindy Trzeciak for the fine job they did coordinating the Branch Food Drive. This year's Food Drive was more challenging than many in the past, due to the poor weather and an economic downturn in the automotive sector. Despite all the obstacles we still managed to collect over 265,000 pounds of food for the needy. Thanks to all of our Branch members who worked so hard to make this year's Food Drive such a success.

Preparations continue for our Branch Picnic which will be held on Sunday June 25. At last our flagpole has been fixed and our Nation's colors were flying in time for Flag Day! Special thanks go to our Retiree Officer Leonard Zawisa for making this happen. Len volunteered his own time to remove and replace the lanyard cleat on the pole as well as making arrangements for the new flag to be donated from Congressman John Dingell. In addition to ensuring that the flagpole was in working order, on June 11 a team of volunteers also spent the day trimming, weed-whacking, and cutting their way through the Branch grounds. I would like to thank those who showed up and volunteered their time for the Branch: Executive Vice-President Jim Wolstencroft, Financial Secretary-Treasurer Cathy Tondreau, Sergeant-at-Arms Walter McGregory, Health Benefits

Representative Jim Powell, Retiree Officer Leonard Zawisa and Trustee Gloria Warthen and her family.

As I am sure you are aware there has been a concerted effort by the NALC National office to increase our level of contributions to the NALC's political action committee, known as COLCPE – or Committee On Letter Carriers Political Education. The latest from the National Union is the "gimme five" campaign unveiled not to long ago by National President Bill Young. I am pleased to report that while our Branch as a whole has not quite reached the \$5.00 per pay per member level sought by the National office, we have significantly raised our total COLCPE contribution as well as the number of members participating from the previous year's numbers. While we are off to a good start by no means should we consider the job done until we educate every one of our members of the importance that a contribution to COLCPE will make in our desire not only for postal reform but our ability to some day retire from the the Postal Service.

I hope that you are all enjoying the summer and I look forwarding to seeing you at our Branch Picnic.

-- Mark Judd

Calendar of Upcoming Branch Events 2006

Executive Board Meeting	July 31st at 7:30 pm
National Convention - Las Vegas ...	August 14 - 18
Steward Meeting	Aug 21st at 7:30
Executive Board Meeting	Aug 28th at 7:30 pm
Steward Meeting	Sept 12th at 7:30
Steward Meeting	Sept 18th at 7:30

Branch 2184 2006 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 and cannot be 24 years of age or older the year of application.
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 canceled. 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 college, trade school, community college 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-TIME IN THE FALL OF 2007

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. Two (2) scholarships of \$500.00 each shall be allocated.
4. Two (2) 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 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 15, 2006**

EVP's Report

As summer approaches and vacations near, carriers have enough on their minds than to worry if their going to be forced O.T. on a regular basis. As many units go into the summer months short staffed I can only imagine the amount of O.T. violations that are going to occur.

In an office that is short staffed, as in Dearborn Heights where there are NO P.T.F.'S; the problems can spiral out of control. It starts by forced O.T. on a regular basis, followed by low moral of employees. Then when the carriers are worked to the limits, as in Northville last summer, of 12 hours a day and/or 60 hours a week the problems really start. Overworked in the summer heat carriers start breaking down physically and mentally then sick leave goes up as well as more hours to be forced.

In May this year the Contract Administrative Unit from national put out a publication; Overtime, Staffing and Simultaneous Scheduling. This position paper was put together to assist stewards and branch leaders to monitor the U.S.P.S. responsibility to properly staff it's facilities in order to meet contractual obligations under Article 8 and the Employees Labor Relations Manual.

This shall be given to every steward in this branch and discussed as to what strategy to use to fight O.T. violations that are sure to occur. We as a branch are fortunate to have many stewards who know how to fight this issue. Then there are some who may need assistance in how to handle such grievances and are sure to get it. Either way I'm counting on the work to be done.

This is where you the members come in to play. Grieve every unit of forced O.T. that is put on your back. It may or may not be a grievance depending on the stewards investigation, but grieve it to find out. I believe the only way to put a stop to

such violations is to hit management in the pocket-book. When thousands of dollars are spent on grievances and grievance settlements only then does management realize they need to properly staff a unit. All I ask is that you be patient with your stewards because I know they are going to be quite busy this summer.

I would like to thank the stewards who have been attending the steward meetings every month, the attendance has been outstanding. I hope that they have been informative. If there is a particular issue you feel that might be of importance please let me know so I can put some material together to be discussed at a steward meeting.

I hope that you have a safe and enjoyable summer.

Fraternally,
Jim Wolstencroft

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**New Members:
Welcome to
NALC Branch 2184**

John Nellis

Grosse Ile

Please make John feel welcome and offer him any support you can.

Retired Members

Terry Germany

Dearborn Main

John Stone

Bellville

Enjoy Your Retirement

2006 COLCPE Contributors

Timothy Bailey

Patricia Linna

Sue Broge

Walter McGregor

Carl Belvees

Roy McMahan

Carol Clark

William Mason

Darryl Clay

William Mather

Roger Corpolongo

Melvin MacDonald

John Dainus

Linda Pollock

Dianne Daley

James Powell

Errol Desouza

Dave Reise

Rhona Diamond

Karen Regentik

Thad Dillard

Daniel Smith

Ted Gagnon

Andrea Smith

Benita Gilchrist

Cindy Trzeciak

Joseph Golonka

Cathy Tondreau

Gwen Heffinger

Gloria Warthen

Donald Ibershoff

James Wolstencroft

Mark Judd

Leonard Zawisa

William Lowe

Dennis Lucas

Join our growing list of

James Likeric

COLCPE contributors.

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."



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Robert Kreager

Branch 2184 Retired

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TREASURERS REPORT April 2006	
By: Cathy Tondreau	
INCOME	
NALC Dues	21,369.97
Monroe Merger Assets	2,997.16
Interest Income	29.03
50/50 Feb Meeting	38.55
Health Benefit Reimbursement	76.50
Bank Service Charge Credit	6.00
Total Income	24,517.21
EXPENSES	
Activities Food Drive	404.87
Education COP & Off year	346.00
Postage	409.07
Office Supplies	1,183.66
Officer/Steward Expenses	556.99
Payroll Taxes	769.40
Payroll Charges (ADP)	102.63
Phone	250.97
Repair & Maintenance	302.95
Retirements	400.00
Utilities	278.23
Wages Part time officers (Gross)	9,229.67
Total Expenses	14,234.44
NET INCOME	10,282.77
CERTIFICATE OF DEPOSIT	10,000.00
CHECKING ACCOUNT	66,628.39
CONVENTION ACCOUNT	15,662.85
DEATH & RETIREMENT	11,006.36
OVERDRAFT PROTECTION	2,545.38
TOTAL	105,842.98

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TREASURERS REPORT
 May 2006
 By: Cathy Tondreau

INCOME	
NALC Dues	35,026.59
Ad-Income	120.00
Interest Income	28.93
Convention single room charge	776.63
50/50 May	43.00
Food drive donation to branch	50.00
Mutual Benefit Assoc. reimbursement	100.50
Total Income	36,145.65
EXPENSES	
Activities Food drive/picnic	1,306.66
Bank Charge	12.00
Computer	387.70
Conventions	24.00
Education Off year seminar	2,445.77
Newsletter	1,181.65
Office Supplies	342.37
Officer/Steward Expenses	881.24
Payroll Taxes	1,753.04
Payroll charges	168.52
Phone	253.67
Retirements (T Germany & J Stone)	1,000.00
Utilities	227.11
Wages Part time officers & off year	21,009.37
Total Expenses	30,993.10
Net Income	+5,152.55
Checking Chase/Bank One	21,646.01
CD Chase/Bank One	10,000.00
D & R Account Chase/Bank One	10,243.95
Convention Chase/Bank One	18,200.46
Overdraft Protection	52,546.45
Total	110,995.53

**Westland Steward Nominated
 for Steward of The Year**



Wayne office Steward and Westland/Wayne/Canton Step A designee Walt McGregory was nominated as Fred Herman Michigan State Association of Letter Carriers Steward of the Year. Walt is shown receiving his award at the MSALC Off-Year Training Seminar, accompanied by NALC National Assistant Secretary- Treasurer Jim Korolowicz, K.I.M. Region National Business Agent Pat Carroll, NALC Regional Administrative Assistant Jeff Fultz, Branch 2184 President Mark Judd, and MSALC President Dan Florkowski.

**NALC HEALTH BENEFIT PLAN
 PHONE NUMBERS**

Main Office NALC HBP 1-703-729-4677

Recorded Information 1-800-433-NALC*
**Available 24-hours-a-day to hear messages on the plan's provisions and benefits, to report fraud , or to order claim forms and information pamphlets.*

Hospital Precertification..... 1-800-622-6252
 PPO Locator Service 1-800-622-6252
 Prescription Drug Program 1-800-933-NALC
 PPO Information 1-800-548-8454

Branch 2184 Collects 265,484 Pounds of Food

Together as a Branch we were able to deliver approximately 265,484 pounds of non-perishable food items to various food pantries in our surrounding communities.

We would like to thank our local coordinators, without their dedication the Food Drive could not be successful. We would also like to thank our brothers and sisters of the APWU and Rural carriers for supporting this letter carrier event. We would like to thank most of Management for their cooperation. Finally, we would like to thank you, the members of Branch 2184 for always stepping up to help stamp out hunger.

Cathy Tondreau and Cindy Trzeciak
Branch Food Drive Coordinators

Belleville	9,569
Dearborn Main	18,615
Dearborn Teleford	3,818
Dearborn Annex	19,580
Dearborn Heights	14,600
Flat Rock	5,000
Grosse Ile	3,000
Inkster	5,300
Lincoln Park	8,010
Monroe	20,000
Northville	23,000
Plymouth	12,000
Rockwood	3,950
Taylor	24,000
Temperance	4,850
Trenton	38,000
Wayne	4,535
Westland	21,063
Canton	13,750
Ypsilanti	12,500
Total Pounds	265,484

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Management's Right (Not) To Know

USPS employees very often provide local management with way too much personal information about themselves, their non-work lives and activities, family situations and related matters. Sometimes this occurs because the employee feels fearful or intimidated by a supervisor. This often occurs with supervisors that have confused themselves by thinking they are somehow important and as such think they have the right to demand information about personal and private employee matters. In other situations gullible or careless employees just plain talk too much.

USPS management has the right to expect employees to report to work when scheduled and to perform their duties to the best of their ability. However, that is where the employer/employee relationship should always end. Management does not have the right to know your cell phone number, your Internet address, and your hobbies and activities outside of work. Management *never* has the right to a medical

diagnosis or prognosis of non-job related illness or medical condition involving you or a family member. Management does not have the right to know anything else about your life or the lives of your family members - under any circumstances.

Management repeatedly uses information gleaned from employee conversations with supervisors and other employees to make inappropriate personal judgments about individual employees. They even use this information in deceitful attempts to discredit employees, something that I have witnessed numerous times over the years. Always keep in mind that your supervisor, manager, postmaster, and even higher level management types are merely USPS employees just like you are. Their titles convey no special status whatsoever. We work for a paycheck, not to please someone that has no other legitimate involvement in our lives.

Our work for the USPS is management's business. Everything else about our lives is *our business*. It is always best to keep it that way.

-- Joe Golonka

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Contract Corner...

Q: I changed my schedule for one day so that I could work eight hours and still make it to a doctor's appointment. Management approved the schedule change but then told me I had to work overtime that day, making my schedule change useless. Should they be able to do that?

A: Employees that have completed and approved forms 3189 for a temporary schedule change cannot be required *nor can they volunteer* to work post-tour overtime, in accordance with a 1992 National level pre-arbitration decision (M-01079). The decision reads, in part, that "when a form 3189 requesting an earlier leaving time is approved, the requesting employee will be passed over for *any* overtime that day as being unavailable." Thus, management improperly required you to work overtime that day. The prohibition on post-tour overtime work after a 3189 is approved for an early start is absolute; it applies to ALL employees, including those that have signed overtime desired lists. In some instances, ODL carriers have completed a 3189 for an early start in the hope of getting more overtime work that day. However, the completion and approval of a 3189 restricts them to eight hours only on that day, with no exceptions. In fact, the Union cannot file a grievance on behalf of another employee that was required to work overtime as a result of passing over an employee – even an ODL employee – with an approved 3189 for an early start. Finally, the prohibition on overtime work does NOT apply when an employee has an approved 3189 to temporarily change their non-scheduled day.

Q: How many hours is a letter carrier allowed to work in one day? In one week?

A: Except in the month of December, all letter carriers (both full-time and part-time) are prohibited from working more than 12 hours in a day, per the provisions of the Employee and Labor Relations

Manual, section 432.32. The 12 hour limit is inclusive of lunch (11.5 hours of actual work) except for full-time letter carriers that have signed the overtime desired list – either the regular overtime desired list or the work assignment overtime list. In order to satisfy other contractual requirements (Article 8), those that have signed the overtime list can perform 12 full hours of work in a day, plus lunch, for a total of 12.5 hours.

Full-time letter carriers are also prohibited from working more than 60 hours in a service week, again except in the month of December. The December exclusions to the daily and weekly work-hour limits are left over from an earlier era when Christmas Season mail volume was much heavier than it presently is and 12 hour days (or even more) were the norm. In accordance with a 1986 National Arbitration award, full-time carriers cannot be permitted *nor can they volunteer* to exceed the 60 hour weekly limitation – it is absolute. This means that a full-time carrier reaching 60 hours in the middle of work day (most likely on a Friday) should be sent home. However, he/she must be paid for the balance of their regular schedule for that day. In the case of a PTF carrier, the 60 hour weekly limit does not apply at any time of the year, although the 12 hour daily limits does apply except in December.

Q: If I retire at age 55 will I be able to withdraw TSP funds without paying the early withdrawal penalty?

A: If you retire from the service during or after the year you turn age 55 you will be exempt from the early withdrawal penalty. You may take out as much money as you like before age 59½ without paying a penalty even if you get another job as long as it is outside of the federal government after you retire. This exemption is not available for withdrawals from a traditional IRA so be cautious if you plan to roll your TSP balance into a traditional IRA before you turn age 59½.

EXECUTIVE BOARD NOTES

Date: **April 24, 2006**

Absent: Jim Wolstencroft and Patricia Linna

On April 3, 2006 the Branch received a request for endorsement from John Dingell for the House of Representatives. The executive Board voted for his endorsement.

The State Seminar conducted on April 28th and 29th was at a no loss – no gain, as it has been as past practice.

At the May monthly meeting, there will be food and refreshments to help raise money for MDA.

The Branch is still in need for volunteers for the picnic on June 25th.

The Branch is attempting to seek sponsors to help cover some of the expense for the Event.

The city of Taylor inspector came to the Hall to inform us that the ramp and handrails was in violation of the city ordinances and he will be returning next week.

The Branch has received 5 bids from contractors on the masonry and roof repair.

The Branch has received 2 bids on the lawn service.

--Carol Clark
Vice President

Date: **May 22, 2006**

Absent: Jim Wolstencroft, Carol Clark, Cindy Trzeciak, Patricia Linna and Casey Pennington

Guest Speaker: Joe Golonka

Tony Tripiano for Congress 11th District spoke and asked for our endorsement. The Board invited him to the picnic, he will be here.

William Isaac Robinson for Wayne County 13th District spoke and asked for our endorsement. The Board also invited him to the picnic and he will try to be there.

Leonard reported on the Scanner program for the grievance records should be up and running by June.

At the May monthly Branch meeting, there was a total of \$190.00 raised for MDA.

Leonard asked about doing a golf outing in September 2006 along with a card party at the hall. We will explore the idea and get prices NO Branch funds will be used for these MDA events.

The Food Drive was a little down from last year.

The Branch clean up will be June 11th at 12:00 p.m. for all officers and stewards to clean the grounds for the Branch picnic. Bring lawn tools and gloves.

Last but not least, we now have a new flag flying at the Union Hall that was donated by Congressman Dingell.

Taylor, MI 48180

6969 Monroe

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