

# Branch 2184 ...

## “Speaks”

Official Publication of Branch 2184, NALC, AFL-CIO

July/August 2022

## President's Report

### ANNUAL BRANCH PICNIC

After two long years of no Branch picnic because of the Covid-19 Pandemic, your Branch 2184 Officers, Stewards and volunteers help put on one of the most successful Branch 2184 Picnics in the history of Branch Picnics. On a sunny Sunday afternoon here at the branch on June 26, 2022, Branch 2184 held our annual picnic. There were between 350 to 400 members with their families and friends that attended the picnic. The kids had a variety of games to entertain them including the Dunk Tank, giant inflatable balloons with water, face painting, live pony rides and different farm animals for the kids to pet and view. Overall, the picnic was a great success and I got a chance to see so many retirees come out and have fun in a safe environment.

There will be pictures of the picnic later on in this newsletter for everyone to see. We would like to thank Erik Venzke and his Picnic Committee for all of their hard work in putting together this picnic. We would like to also thank all of our volunteers for their efforts with the picnic. See you all next year on Sunday June 25, 2023, for our next picnic!

### NATIONAL CONVENTION

The NALC's 72<sup>nd</sup> Biennial Convention took place from August 8<sup>th</sup> through August 12<sup>th</sup> at the Chicago McCormick Convention Center. Twenty-three (23) delegates represented the Branch at this convention, they were as follows: President Walt McGregory (Westland Main), Executive Vice President Jackie McGregory (Dearborn Annex), Vice President Darryl Clay (Dearborn Main), Recording Secretary Melvin MacDonald (Dearborn Annex), SGT @ Arms Phil Ashford Jr. (Inkster), Trustee Felicia Davis (Westland), Erik Venzke Step B (Monroe), Bryon Hendricks (Belleville), Symone Coleman (Dearborn Main), Karl Tamurro (Dearborn Main), Jerry Cerpa (Dearborn Main), Jillian Hudgins, (Dearborn Annex), Sherrie Lacey (Inkster), Scott Watts (Lincoln Park), Paula Hall (Lincoln Park), Val Watkins (Northville), Beth Bays (Northville), Jennifer Rake (Northville), Janice Mitchum (Northville), Katrina Jones (Westland), Mike Tredway (Ypsilanti) Dave Reise (retired Lincoln Park), Joe Golonka (retired Canton).

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#### Branch 2184

Western Wayne County, MI

National Association

of Letter Carriers

AFL - CIO

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#### Office Hours:

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

Monday through Friday

#### Calendar

#### Branch Meetings:

September 7th, 2022

Via WebEx

#### Retirees Meetings

September 14th, 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
Health Benefits Rep.....	Jim Powell
Retirees Officer.....	Leonard Zawisa

Trustee.....	Tracy Mitchell
Trustee.....	Gloria Warthen
Trustee.....	Felicia Davis

Editor.....	Leonard Zawisa
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)
Belleville.....	Bryon Hendricks
Dearborn (Main) .....	Darryl Clay
.....	Symone Coleman
.....	Yvonne Jackson (alt)
.....	Karl Tamburro (alt)
.....	Damon Green (alt)
Dearborn (Annex) .....	Melvin MacDonald
.....	Jacqueline McGregor
.....	Rose Miller (alt)
.....	Jillian Hudgins (alt)
Dearborn Heights .....	Shaun Fowlkes
.....	Marwan Ghoiteimi (alt)
.....	Jacqueline McGregor (alt)
.....	Melvin MacDonald (alt)
.....	Chanal Harrison (alt)
Dundee.....	Gloria Warthen (alt)
Flat Rock.....	Lillian Bogosian
.....	Gloria Warthen (alt)
Grosse Ile.....	Gloria Warthen
.....	Kim Bumbul (alt)
Inkster .....	Phil Ashford
.....	Scherrie Lacey (alt)
Lincoln Park.....	Scott Watts
.....	Mark Owen (alt)
Monroe.....	Jacqueline McGregor (alt)
.....	Melvin MacDonald (alt)
.....	Keith Benedict (alt)
.....	Darryl Clay (alt)
Northville.....	Valerie Watkins
.....	Beth Bays (alt)
Plymouth.....	Tamara Bosman
.....	Kristie Nelson
.....	Diego Forshaw (alt)
.....	Otis Barney (alt)
Rockwood.....	Gloria Warthen (alt)
.....	Tracy Mitchell (alt)
Taylor .....	Keith Benedict
.....	Darryl Clay (alt)
.....	Jaqueline McGregor (alt)
.....	Tamara Bosman (alt)
.....	Victor Siemiesz (alt)
Temperance.....	Gloria Warthen (alt)
Trenton.....	William Douglas
.....	Jeffery Webb
.....	Tracy Mitchell (alt)
Westland .....	Ananias Epps
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Walt McGregor (alt)
Canton.....	Ramon Robinson
.....	Tonya Rutledge
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Hill (alt)

(Continued from page 1)

**Presidents Report**

President Fredric Rolando presided over the convention of 6000-plus delegates. One of many highlights of the convention was on Wednesday August 10, 2022, we all found out that President Rolando wasn't running for re-election. We wish brother Fred all the best in retirement. Brother Fred told the delegation that his last day as President would be December 17, 2022. Also on Wednesday August 10<sup>th</sup>, 2022, Region 6 National Business Agent David Mudd was nominated for region 6 NBA and won by consent (acclamation) to serve a four-year term. No one else in region 6 ran against brother David. Branch 2184 has always worked closely with the regional office and we look forward to working with brother Mudd over the next four years. The 73<sup>rd</sup> national convention is scheduled in Boston from Aug. 5-9, 2024.

There will be convention delegate articles in the September/October Branch 2184 Speaks as well. See you all on the branch membership meeting WebEx on Wednesday September 07<sup>th</sup>, 2022 at 7:30pm.

-- *Walt McGregory*  
*President*

## EVP's Report

### Cost of Living Adjustment

The sixth regular cost-of-living adjustment (COLA) for career letter carriers under the 2019-2023 National Agreement is \$2,455 annually following the release of the July Consumer Price Index. This increase will be added to every step in Table 1 and Step O in Table 2, and then applied proportionately to Steps A through N in Table 2. The increase will be effective on Aug. 27, 2022.

The sixth COLA alone is at least a 3.8 percent pay increase for each step in the career pay schedules. The five previous COLAs paid under the 2019-2023 National Agreement have resulted in total pay increases for each step in the career pay schedules of at least 6.2 percent.

Thank you, NALC, for economic package you fought to get us in this current contract!

## 72<sup>nd</sup> Biennial Convention

The 72<sup>nd</sup> Biennial Convention was held in Chicago, Illinois with more than 6000 delegates that gathered from across the country for the National Association of Letters Convention. Each day of the convention the delegates of your branch attended workshops before and after the convention business sessions. These included but were not limited to contract enforcement and retirement classes.

I had the pleasure of being on the credentials committee. My duties were to verify the delegate attendees and register him/her for the convention. I also attended "The Strike at 40" workshop which was a filming of the great postal strike of 1970. Those carriers were the carriers that lead the way for wage increases and better working conditions for the Letter Carriers at that time in history and for the future carriers.

I attended the "What's New with the Thrift Savings Plan". The TSP workshop offered recent developments with the retirement savings program for career employees as well as CCA's. The workshop also explained how to navigate and have a better understanding of the new changes with TSP. Thanks for allowing me to represent the Branch 2184 membership at this National Convention.

-- *Jacqueline McGregory*  
*Executive Vice President*

## VP's Report

I would like to thank you all for allowing me to represent you at the 72<sup>nd</sup> Biennial Convention in Chicago, Illinois. Our branch was well represented. Delegates were able to choose from these as well as other workshops to fill our days

- Effective Branch Communication (newsletters)
- Branch Trustee Training
- The USPS "Delivering for America" plan
- City Delivery
- Contract Administration Unit
- The strike at 40
- Communicating our Message

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VP's Report

- OWCP the Power of Change
- Next Generation Deliver Vehicle
- Managing Branch Finances: A Study of Basic Operations
- (TIAREAP) Technology Integrated Alternative Route Elevation and Adjustment Process
- What's New with the Thrift Savings Plan

Workshops were available from 7:30am – 9:00am. Then again at 3:15pm- 4:45pm. General session was every day from 10:00am to 3:00pm.

**Customer Connect**

There is a new feature on our scanners. We can now submit leads on our scanners. Its makes submitting a lead a breeze.

- From the "On the Street Menu" Select "U"
- Then on the 'Lead card *menu*' Select #1
- Then Select "submit lead"

Enter the company name and contact person's first and last name and phone number. That's it your lead was submitted.

Since the inception of the program back in 2003, together letter carriers have raised \$3,448,906,982 and counting. That is close to \$3.5BILLION dollars that you all have given our employer in new revenue through your leads. The next lead could put us over the \$4BILLION dollar mark. With contract negotiations coming up next year, now is the perfect time to boost up the Customer Connect leads for our employer!

**CCA Uniform Bank**

New CCA's are now able to "Shop till you Drop" at the Union Hall by appointment only.

If you are a new CCA that has worked at least 45 days and need slightly used uniforms, call you Union Hall at 313-295-1640 and ask for your President Walter McGregory. Give him your sizes and he will set you up with an appointment.

As we did some late spring cleaning, we realized we had an abundance of uniforms.

This gave us the opportunity to share our surplus of uniforms with our sister branch, Branch 758. Thank you, Brother Phil Buzura, for allowing us to share with your branch.

**The New Employee Experience and Retention Program**

The program is designed to help to improve work conditions for CCAs.

MOU: M-01949 and M-01961 details the new program.

This program specifically addresses having a weekly CCA schedule posted, work hour limitations of 8 hours a day, 40 hours a week for weeks 1-4. Weeks 5-8, the CCA can work up to 10 hours a day and 56 hours a week. 9 weeks and beyond, the CCA can work 11 ½ hours a day and 60 hours per week. These work limits will help acclimate the new employee to the job.

Additionally, this new program will refine the office on boarding process. The CCA will be introduced to all employees, given a satchel, and equipped with supplies, such as a dog horn, poncho, etc.

CCAs may not be sent to another office for the first eight weeks.

The second program is the New Employee Mentoring Program (NERP). This program provides the CCA with a mentor to communicate with for the first four months of employment.

In addition to treating all new hires and employee with dignity and respect, these programs are designed to foster greater job satisfaction. They are geared to help eliminate the hurdles new employee may encounter, create a better Work / Life balance, improve customer satisfaction and ultimately improve our retention rate.

-- Darryl Clay  
Vice President

**2022 Branch 2184 Picnic update**

On behalf of the branch, I would like to again thank everyone that volunteered for all their hard work in making the picnic a success. Upon conclusion and tallying of the 2022 Branch 2184 picnic receipts the branch stayed under the \$8,000.00 budget approved and allocated by the membership.

-- Erik Venzke  
Picnic Committee Chairperson

## 2022 NALC National Convention

As a delegate, I would like to thank the Branch 2184 membership for allowing me to represent you at the 2022 Chicago National Convention. As this was the first convention since the COVID-19 pandemic it was great to be able to see all my fellow union brothers and sisters at the convention.

While there, I attended the class of OWCP and the power of change which went through the move of OWCP to online forms through ECOMP to put the power in the hands of the claimant in not having to rely on postal management to file a claim. This class was very informative and will allow me to better assist the membership with their claims moving forward in the digital age with OWCP.

Thanks again for the opportunity to represent the branch and you our membership at the convention.

--Erik Venzke  
Branch 2184 Delegate

## Convention Photos



Labor Day Holiday  
September 5th 2022



Columbus Day  
October 10th 2022



# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Aug. 27, 2022 (July 2022 COLA)

The following salary and rate schedule is for all NALC-represented employees.

### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

**NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.**

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

\* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

**Table 1: City Carrier Schedule**

**RSC Q (NALC)**

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
City Carrier (Grade 2)	61,183	65,567	65,668	68,805	69,260	69,718	70,169	70,620	71,078	71,521	71,981	72,438	72,888	73,352	73,802	458	
Carrier Technician**	62,468	66,944	67,047	70,250	70,714	71,182	71,643	72,103	72,571	73,023	73,493	73,959	74,419	74,892	75,352	460	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	30.71	32.92	32.97	34.54	34.77	35.00	35.23	35.45	35.68	35.90	36.14	36.36	36.59	36.82	37.05		
Carrier Technician**	31.36	33.61	33.66	35.27	35.50	35.73	35.97	36.20	36.43	36.66	36.89	37.13	37.36	37.60	37.83		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.41	31.52	31.57	33.08	33.30	33.52	33.74	33.95	34.17	34.39	34.61	34.83	35.04	35.27	35.48		
Carrier Technician**	30.03	32.18	32.23	33.77	34.00	34.22	34.44	34.66	34.89	35.11	35.33	35.56	35.78	36.01	36.23		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4		

\*\* Carrier Technicians receive an additional 2.1%

**Table 2: City Carrier Schedule**

**RSC Q7 (NALC)**

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries																MOST PREV. STEP
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	45,391	47,418	49,448	51,477	53,508	55,535	57,567	59,598	61,626	63,655	65,686	67,713	69,746	71,773	73,802	2,027	
Carrier Technician**	46,344	48,414	50,486	52,558	54,632	56,701	58,776	60,850	62,920	64,992	67,065	69,135	71,211	73,280	75,352	2,072	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.92***	22.79	23.80	24.82	25.84	26.86	27.88	28.90	29.92	30.94	31.96	32.97	33.99	35.01	36.03	37.05	
Carrier Technician**	22.38***	23.27	24.30	25.34	26.38	27.43	28.46	29.51	30.55	31.59	32.63	33.67	34.71	35.75	36.79	37.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.82	22.80	23.77	24.75	25.73	26.70	27.68	28.65	29.63	30.60	31.58	32.55	33.53	34.51	35.48		
Carrier Technician**	22.28	23.28	24.27	25.27	26.27	27.26	28.26	29.25	30.25	31.25	32.24	33.24	34.24	35.23	36.23		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

**Table 3: City Carrier Assistant Schedule**

**Hourly Rates**

**RSC Q4 (NALC)**

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

City Carrier (Grade 2)	BB	AA
Carrier Technician (add 2.1%)	18.92	19.42
Steps (From BB to AA) in weeks	19.32	19.83
	52	

City Carrier (Grade 2)	BB	AA
Carrier Technician (add 2.1%)	20.44	20.94
Steps (From BB to AA) in weeks	20.87	21.38
	52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.

# National Association of Letter Carriers

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

## Memorandum

Telephone:  
(202) 393-4695

***August 10, 2022***

### **6<sup>th</sup> Contract COLA: \$2,455**

The sixth regular COLA under the 2019-2023 National Agreement is \$2,455 following the release of the July 2022 Consumer Price Index.

On August 10, 2022, the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 870.432 in July, 125.056 points above the base level of 745.376 in July 2019. The 6<sup>th</sup> COLA stood at 118 cents per hour or \$2,455 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 Retiree COLAs Projection: 8.9% as of July 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 (TBA).

Based on the July 2022 CPI-W (1982-84) of 292.219, the 2023 CSRS and FERS COLAs are currently projected to be 8.9%. The 2023 retiree COLA calculation will be finalized in October 2022 with the release of the CPI-W for September 2022.

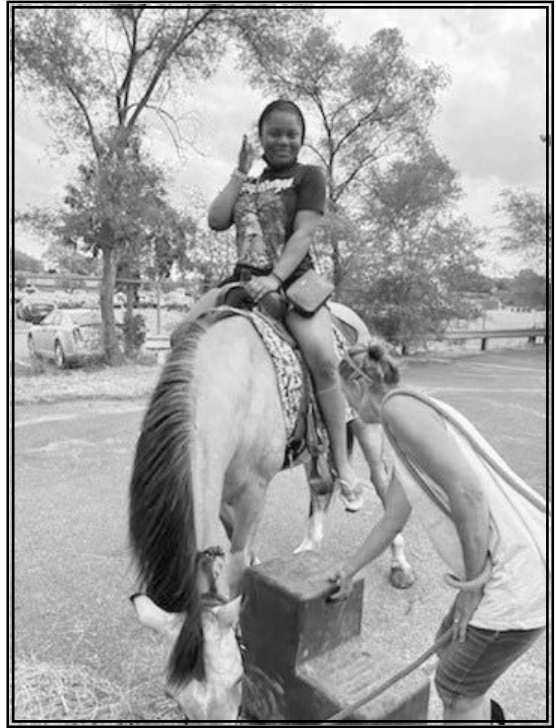
CSRS annuities receive full COLAs; COLAs for FERS annuities are payable for retirees 62 and older and may be reduced by up to one percentage point from the increase in the CPI.

### **2023 FECA COLA Projection: 6.7% as of July 2022**

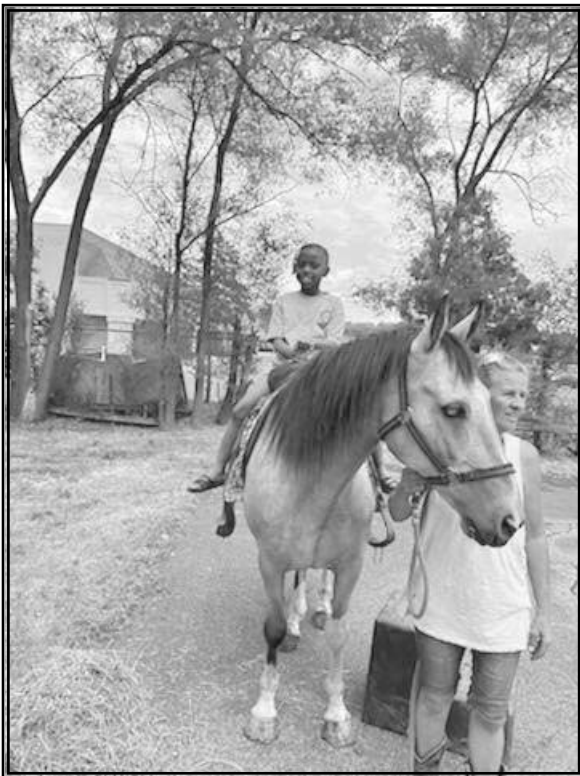
Based on the release of the July 2022 CPI-W (1982-84=100), the 2022 FECA COLA projection is 6.7%. The July 2022 CPI-W of 292.219 was 6.7% above the December 2021 base index (276.296). The 2023 FECA COLA calculation will be finalized when the December 2022 CPI-W is published during the month of January 2023.

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

# 2022 Branch Picnic







# NALC's 72<sup>nd</sup> Biennial Convention



# Did you hear it’s Easier to File a FECA Claim for COVID-19 now?

The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it **much easier** for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees’ Compensation Act. To establish a COVID-19 claim, you simply need to establish that you are a “covered employee,” meaning that:

1. **You were diagnosed with COVID-19.** Specifically, you were diagnosed with COVID-19 while employed in the Federal service at any time during the period of January 27, 2020 to January 27, 2023; and,
2. **Your duties include any risk of exposure.** Specifically, within **21** days of your diagnosis of COVID-19, you carried out duties that—
  - a. required contact with patients, members of the public, or co-workers; or
  - b. included a risk of exposure to the novel coronavirus.



## What Does the Change in the Law Mean?

1. **You are only required to establish that your duties included a risk of exposure to COVID-19.** You do not have to prove you were engaged in high-risk employment; that you were actually exposed to the virus; or that you were exposed to someone who had the virus while performing your duties.
2. **If you establish that you are a “covered employee,” any diagnosed COVID-19 will be deemed to have been proximately caused by your Federal employment.** You no longer have to establish a causal link between your employment and your COVID-19 diagnosis.



## What to Do:

You can quickly and easily file a CA-1 Claim for COVID-19 through the Employees’ Compensation Operations and Management Portal (ECOMP). You can access ECOMP at [ecomp.dol.gov](https://ecomp.dol.gov). If you have never used ECOMP, you can [view this instructional video](#) to learn how to register for an ECOMP account, [and this video](#) to learn how to file a COVID-19 claim. If you don’t have access to a computer, contact your supervisor.

**Video Link:**  
[www.nalc2184.org/covid-claim-filing-in-ecomp.html](https://www.nalc2184.org/covid-claim-filing-in-ecomp.html)



## Why File Now? What if I Think I Am OK?

If you were previously diagnosed with COVID-19 or even if you believe you just have a mild case of COVID-19, you should consider filing a COVID-19 FECA claim **now** even if you have fully recovered and/or had an asymptomatic infection.

- In the event you develop a consequential injury, impairment or illness later as a result of your COVID-19 diagnosis, timely filing your claim **now** will facilitate the processing of any future claim for any such consequential condition or impairment.
- If you wait until you experience a consequential injury or illness to file your COVID-19 claim, your claim may be subject to time limitation and you will have to establish **both** the initial COVID-19 claim and the consequential condition claim before benefits can begin.



# Legislative Update

By Legislative and Political Organizer - *Anna Mudd*

The following article excerpt is posted on the [nalc.org](http://nalc.org) website under the government affairs tab-news & updates. It details the passage in the Senate of the "Inflation Reduction Act (IRA) of 2022". After the article was posted on the website, the IRA bill passed the House and was signed into law by President Biden on August 16, 2022. This legislation is important to the post office, as it contains long awaited funding for electric vehicles.

## **GOVERNMENT AFFAIRS**

### *Legislative Updates*

### ***Senate passes Inflation Reduction Act, includes \$3 billion for postal vehicles***

*Aug 08, 2022*

*In a party-line vote of 51-50, with a tie-breaking vote from Vice President Kamala Harris, the Senate passed the Inflation Reduction Act (IRA) of 2022 (H.R. 5376) on Sunday. Using the process known as "budget reconciliation," only a simple majority, instead of a 60-vote threshold, was required to move the legislation forward.*

*The vote came after Senate Majority Leader Chuck Schumer (D-NY) and Sen. Joe Manchin (D-WV) announced a deal at the end of last month on the comprehensive energy, climate, healthcare and tax package. The IRA would invest \$433 billion in energy, climate and healthcare provisions, raise an estimated \$739 billion through an updated corporate tax code, and reduce the national deficit by \$300 billion over the next decade.*

***In relation to the Postal Service, the legislation includes \$3 billion for the agency, with \$1.29 billion for purchasing zero-emission delivery vehicles and \$1.71 billion for installing the necessary infrastructure to support the vehicles at USPS facilities.***

*The IRA is a scaled-down version of the original \$3.5 trillion Build Back Better Act, a key part of the administration's agenda that passed in the House last year but was ultimately stalled in the Senate. While the IRA includes funding for the Postal Service and provisions that will help letter carriers and their families, paid family leave, child tax credits and free early childcare and community college are notably excluded from this package.*

*"NALC is pleased to see the IRA and this critical funding for the Postal Service pass in the Senate," NALC President Fredric Rolando said. "We urge the House to pass this legislation and send it to President Biden's desk."*

Regarding the Social Security Fairness Act, **HR. 82**, there are currently 294 cosponsors in the House. The Senate version, S. 1302, currently has 40 cosponsors. This legislation would eliminate the Government Pension Offset and the Windfall Elimination Provision.

Also, the Federal Retirement Fairness Act, **HR. 4268**, continues to gain momentum in the House. The number of cosponsors as of the writing of this article is 76. This legislation 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 the Federal Employees Retirement System (FERS).

Please continue to reach out to your representatives to ask for their support for these two important bills that affect both active and retired letter carriers.

I will work closely with your branch president, Walt McGregory to keep you updated. Also, if you have any questions, please feel free to reach out to me. Phone:270-317-2960 and Email: [amudd@nalc.org](mailto:amudd@nalc.org).

# Branch 2184 2022 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 2022.**

## 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 26, 2022**

## 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

## From the Editor

*Branch 2184 "Speaks"* is the official publication of NALC Branch 2184 and is published by-monthly for members of Branch 2184.

**Branch 2184 "Speaks"** invites all viewpoints, suggestions and criticisms from our readers. The deadline for items to be submitted for the **September-October, 2022** issue will be **October 7th, 2022**. Please limit articles to about 1000 words. Your input is vital to the success of the newsletter.

Send items to: Branch 2184, 6969 Monroe, Taylor, Mi 48180 or E-mail your article to  
[NALC2184@sbcglobal.net](mailto:NALC2184@sbcglobal.net)

**Artists** wanted to draw cartoons for  
Branch 2184 "Speaks"  
Submit drawings in black and white.

# YOU

## Own The Union

The decision you have to make, as an individual represented by a union, is really no different from your obligations as a member of society. You can choose not to keep informed about union issues and not participate in the daily life of the union. Then, just as with happens in larger society, you can gripe about whom is running the union and the decisions they make.

But there is an alternative, of course. Since you union is nothing more than a collection of individual members, you can choose to become involved and in doing so shape what your union is and what it does.

So, if you want to "own" your union and share in the members' responsibility of running it, what can you do?

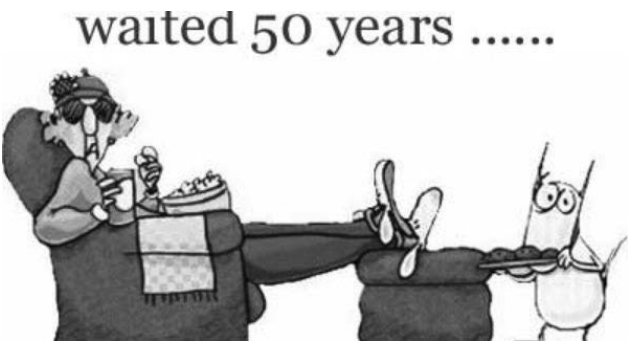
- Educate yourself
- Be a Set of "Eyes and Ears"
- Show Solidarity
- Be a Union Emissary
- Get involved

The union is you and your co-workers. You have it within your power to make your union an ever more effective fighter for workplace rights and justice.



**Branch 2184 New Members  
WELCOME**

Mohammad Chehab	Plymouth
Keta Holmes	Westland
Jennifer Sullivan	Dearborn Heights
Ahmed Ahmed	Dearborn Annex
Mitchell Clay	Northville
Dawn Gabriel	Plymouth
Alyssia Gauna	Dearborn Main
Wendella Hightower	Belleville
Jantel Stokes	Dearborn Main
AbdulKari Aoun	Plymouth
Vincent Cole Carter II	Dearborn Main
Zachary Ingalls	Taylor
Lara Neimela	Ypsilanti
Iesha Reaves	Lincoln Park
Matthew Dudley	Lincoln Park
Wendy Graham	Ypsilanti
Bria Quick	Plymouth
Antoinette Smith	Canton
Eric Thompson II	Westland
Dawn Tucker	Ypsilanti
Venette Buice	Taylor
Giovanni Figueroa	Dearborn Main
Christine Gersky	Canton
Dazman Hodge	Dearborn Main
Yahya Kadhim	Dearborn Annex
Dennis Pearson	Taylor
Gary Trowgridge	Taylor



waited 50 years .....

## Retirements

Retirements from pay periods  
12/22 13/22 14/22 15/22 16/22

Monica Joseph - Canton  
Jessie Samuels - Canton  
Robyn Koral - Dearborn Main  
Jennifer Neikirk - Monroe

## Recent Retiree Deaths

Mary Barton - Dearborn Heights

## Retirees Meeting Notice

Retirees meetings will be held **in person** starting with the September 14th meeting. 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.

**Meeting Agenda:**

- ◆ Retiree COLA
- ◆ H.R. 82 Legislation
- ◆ Medicare Part C

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

--Leonard Zawisa  
Retirees Officer

## A Short History of Branch 2184, Part 2

### Promises Made, Promises Broken

The decades of the 1980s and 1990s were an exceptionally turbulent time internally for the Postal Service. An existing culture of antagonism and open disrespect for craft employees and especially for city letter carriers further deteriorated into a widespread pattern of abusive management conduct that was encouraged and rewarded at every level of USPS hierarchy. The work floor environment became intolerable in many post office stations throughout the United States, culminating in a series of violent incidents and tragic shootings. On November 14, 1991 our NALC union brothers and sisters in nearby Branch 3126 were devastated by a shooting rampage at the Royal Oak post office which killed five employees and wounded several others. Unfortunately, it did not end there.

The same abusive postal management culture existed in many Branch 2184 offices. On May 6, 1993, a shooting rampage at our Dearborn Main post office killed two and wounded one other person. In a display of compassion and solidarity, during the next several days letter carriers and others from numerous other post offices came together to assist their union brothers and sisters from Dearborn, who had been devastated by the attack.

Following these and numerous other tragic incidents at post offices throughout the United States, the NALC and other postal unions pushed hard for internal cultural change within the USPS. When promised changes were slow to occur – and in many instances did not occur at all, Branch 2184 leadership and our members picketed the Dearborn post office, calling direct attention to the failure of USPS management to clean up its abusive and disrespectful behavior, which continues in some locations to this day.

### A Union "Grievance Mill"

Meanwhile, changes were underway within Branch 2184 and with letter carrier job duties. Following his long tenure as Branch President, Dick Adams retired. He was succeeded during the 1990s by Tim Manning and then by Paul Diebolt. Under Tim's and Paul's insightful leadership, Branch 2184 began a modernization process. The personal computer age was just beginning, and Branch 2184 was among the first NALC Branches to make use of this boundless new technology. The Branch's internal structure was also modernized with the establishment of a functioning executive board and updated Branch Bylaws.

Something that did not change during the 1990s was postal management's flagrant disregard and outright contempt for our labor contract and its negotiated work rules and procedures. One postmaster in a Branch 2184-represented installation announced on her first day that "I didn't sign the contract, so I don't have to abide by it." During the succeeding months she was proven to be quite wrong. Following hundreds of grievances in that installation which cost the USPS hundreds of thousands of dollars, along with labor charges and other union responses, she was finally "moved" – to a higher-level postal management job in another State.

In each of our post office stations, Branch 2184 continued and even improved on what we already did best – rigorously enforce the collective bargaining agreement. Hundreds and even thousands of grievances were initiated in some Branch 2184 stations each year, as our dedicated stewards and branch officers spent countless hours fighting back. During the middle and late 1990s, while the contract enforcement war was raging, Branch 2184 was tagged by some in management as a "grievance mill." We wore that label as a badge of honor. Revisions to the contractual grievance procedure beginning in 1998 streamlined some aspects of the process, but ultimately proved of little value in halting or even slowing management's disregard for negotiated work rules and procedures.



The developing computer age and flourishing of the Internet brought new tools and information access which were quickly harnessed for use by Branch 2184 officers and stewards to more effectively represent our members. The early and middle 1990s also brought the first of several significant changes to the letter carrier job in the form of machine sequenced letters, known as delivery point sequencing. The dynamics of the job were changing, with letter carrier assignments having less office time and more street time. More changes were soon to be realized.

## **A New Millennium and New Issues**

The first years of the new millennium saw a resumption of mergers with neighboring NALC Branches, beginning with Ypsilanti in 2004. A few years later Monroe, Temperance, and Dundee also became part of Branch 2184. The early 2000s also brought internal issues caused by the personal agendas of a few individuals. This challenged our solidarity but not our resolve, even as it threatened to damage our standing within USPS and NALC circles. Branch 2184 officers and stewards continued to zealously and effectively enforce the contract and defend the rights of our members throughout this troubled period. In November 2005 our membership put an end to the internal issues when the instigators were defeated in a Branch election.

Mark Judd began a 15-year tenure as branch president in 2006. Under his leadership we restored the Branch to its customary position of leadership and respect, even while continuing to modernize our contract enforcement function. At the same time, we began an upgrade and expansion of member services such as retirement and injury compensation assistance as well as adding a uniform bank and other services. At the end of his tenure Mark guided the Branch through the difficult first year of the Covid pandemic.

In 2008 the Postal Service initiated a nationwide attack on thousands of injured letter carriers, which they termed the National Reassessment Program or NRP. Those impacted included a number of Branch 2184 letter carriers. The officers and stewards of the branch coordinated a tenacious and effective response, resulting in perhaps our finest hour in the realm of contract enforcement. Each of 17 NRP-related grievances initiated by Branch 2184 on behalf of our members was ultimately resolved in favor of the union, either at arbitration or by settlements prior to arbitration.

## **Saving the Postal Service from Itself**

Meanwhile, during the first decade of the 2000s ominous storm clouds were looming for the Postal Service and its craft employees, and especially city letter carriers. Despite its status as a "quasi-independent" agency, the USPS is still subject to numerous federal laws and regulations. As such, political whims and ideological agendas can and do have an outsized impact on the Postal Service and its employees.

In late 2006, Congress passed and then President G.W. Bush signed legislation that imposed an onerous "prefunding" requirement of future retiree health benefits for the next 75 years. This was done under the guise of "postal reform" but it was effectively a poison pill designed to bankrupt the Postal Service so that its functions could be parceled out to private industry. Just a year later, an economic collapse began in the United States (the "Great Recession") and the USPS quickly slid into deep financial trouble.

Misguided USPS leadership relentlessly pushed for service cuts, including a reduction of delivery days. Recognizing that the USPS was going to cut its services into extinction, the NALC and its members aggressively fought back. NALC legislative activists in Branch 2184 and throughout the United States worked tirelessly lobbying Congressional representatives to support real postal reform that would rescind the prefunding scam and position the USPS to effectively compete in the 21<sup>st</sup> Century delivery world. It took more than 15

*(Continued on page 18)*

(Continued from page 17)

## History

years, but we finally succeeded with the passage of the Postal Reform Act of 2022, signed into law by President Joe Biden.

### More Changes, but a Bright Future

USPS financial struggles prior to the recent Postal Reform Act did act as impetus for changes in the letter carrier workforce structure. In January 2013 a binding contract arbitration settlement created a category of noncareer letter carriers known as city carrier assistants (CCAs). Unlike previous non-career city carriers, CCAs had a career path. The first CCAs in Branch 2184 began work in early 2013, many of them former transitional employees (TEs). Almost 10 years later, about half of Branch 2184's current active members were formerly or currently are CCAs. Advanced scanning technology and the burgeoning package business throughout the United States has further changed the scope of duties for letter carriers.

In 2019 the Allen Park branch merged with Branch 2184, becoming the 20<sup>th</sup> USPS Installation whose city letter carriers are represented by our Branch. In January 2021 Mark Judd handed over the duties of Branch President to Walt McGregory. Walt, along with our departed union sister Michele Szafran who we suddenly and tragically lost in October 2019, were Branch 2184's first graduates of our national union's prestigious Leadership Academy, but they won't be our last graduates. Additionally, there will be future mergers as letter carriers further consolidate their strength and resources.

Branch 2184 and its members have navigated many obstacles over the years, most recently a lengthy pandemic, and our reputation for contract enforcement excellence remains unparalleled and a source of pride. But the future comes, and more quickly than we expect. For nearly 100 years Branch 2184's members have served as our nation's official couriers for an ever-increasing portion of Southeast Michigan. The next 100 years awaits.

-- Joe Golonka

*Retired Branch 2184 member*

## 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  
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## Contract Corner:

### Branch 2184's Local Memorandum of Understanding (LMOU)

This edition's "Contract Corner" will deal exclusively with Branch 2184's Local Memorandum of Understanding, informally known as our LMOU or our local contract. A discouraging number of letter carriers in Branch 2184 and elsewhere seem not even to be aware of their Branch's local contract with the Postal Service. **Yet, this is a critical, even essential document that sets forth the rules and procedures for a number of everyday local workplace matters.**

The rules governing the entire annual leave program in every office, as well as the negotiated order for holiday scheduling, our Branch's locally negotiated rules for posting assignments and opting on

temporary vacancies, the proper assignment of carriers when a fulltime carrier works a nonscheduled day, as well as numerous other local matters are found in our Branch 2184 LMOU.

## The Contractual Basis for Local Memorandums of Understanding

Article 30 of the National Agreement, "Local Implementation" enables the local parties to negotiate over certain work rules and other conditions of employment. Although most letter carrier contractual rights and benefits are negotiated at the National level, some subjects have been left to the local parties to work out according to their own preferences and circumstances. **However, Article 30 of the National Agreement clearly states no provision of an LMOU may be "inconsistent of in conflict with" the National Agreement. This means that an LMOU may add to the National Agreement's rules but may not contradict them.**

A 30-day period of local implementation follows the completion of each National Agreement. Local agreements are fully enforceable by the union and remain in effect during the term of a new National Agreement. The terms of a local contract can be changed by mutual agreement during subsequent local negotiations or related impasse procedures. An impasse occurs when the local parties cannot agree on language governing a locally negotiated issue. Impasses item(s) are sent to higher level union and management entities for resolution, and sometimes to arbitration.

## The 22 Items and Other Matters

Per Article 30, section B of the National Agreement, there are 22 specific items that local parties may discuss during a period of local implementation. The "local parties" are teams of local union and management representatives. The union team consists of the local Branch President as well as other union representatives as chosen by the Branch President. Each of the 22 Items listed in Article 30 is a mandatory subject of discussion if raised by either party during the period of local implementation. The local parties are also free to discuss other subjects as well, but neither party can be required to discuss subjects other than the 22 items listed in Article 30, section B.

Although it is not required that all 22 Items are discussed during each local implementation period, if either party raises them, they must be discussed in good faith by both parties. Local union and management representatives can mutually choose to entirely forego meeting during a period of local implementation, thus carrying forth the existing LMOU for another Contract cycle. However, if either the union or management provides timely notice of intent to negotiate, the other party must do so.

## Branch 2184's LMOU and You

Each time that you request annual leave, whether for a few hours, a day or days, or for a few weeks, you do so in accordance with the rules set forth in Branch 2184's Local Memorandum of Understanding. Each time that you work – or don't work as the result of a holiday schedule, you are doing so in accordance with the rules set forth in our Local Memorandum of Understanding. If you are a career regular carrier that works your nonscheduled day, your entitlement to do your regular assignment (or not) as well as the assignment of the T-6 carrier and the possible displacement of someone on an opt/hold down is determined in accordance with the rules set forth in our Local Memorandum of Understanding.

Those are a just a few of numerous locally negotiated matters that can and will affect your work. In many instances you might not even be aware of them. **With this in mind it is in the best interests of every Branch 2184-represented letter carrier to read and become familiar with our Local Memorandum of Understanding.** Questions about or LMOU and its interpretation, if necessary, should be referred to your office steward(s) or to the Branch 2184 office.

**Finally, please be aware that under NO circumstances is any member of postal management authorized to "interpret" Branch 2184's LMOU.** Although management is required to abide by the LMOU's jointly negotiated rules and procedures, this is the UNION'S local contract, and we alone will provide its interpretation.

-- Joe Golonka, Chairperson

Branch 2184 Contract Administration Unit

## Management's Numbers are NOT YOUR Numbers

Letter carriers will sometimes refer to management coming around each morning with a computer-generated time estimate by saying "they gave me my numbers" or "they gave me my times." **However, such phrasing is very much incorrect** and should be avoided. Management's typically bogus DOIS numbers are just that – management's numbers. **They are NOT YOUR numbers** and you should not give them credence or otherwise take ownership of them in any manner. **A letter carrier alone determines through their daily work the amount of time that is actually necessary to complete all assigned duties.**

In some locations management attempts to extract a daily "commitment time" from a letter carrier. However, there is no such thing as a "commitment time" in any USPS Contract, Handbook, or Manual. A letter carrier's only daily commitment is to come to work, perform all assigned duties safely and professionally, and do so with awareness and control of their work environment at all times. **The actual time necessary to accomplish this can never be predetermined by any factor or set of factors.**

Management does have the right to provide an estimate of the time they allege is sufficient and necessary each day to do the letter carrier job. This estimate is typically based on inaccurate and incomplete computer-generated numbers as well as wishful thinking, or it can be a thinly veiled attempt to intimidate a letter carrier. But always keep in mind - garbage in, garbage out. Management's fairytale time estimates are NOT mandates and they should never be conflated with a commitment to anything.

So how to respond? If YOU believe that more than 8 hours is necessary to complete your work, then you provide management with notification of such by submitting a PS Form 3996. Management can authorize overtime or assistance or they can instruct you to work only 8 hours. However, an instruction to work 8 hours



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**Carl Ramsey**

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

does not mean that you must complete all assigned duties within 8 hours if this cannot be safely accomplished. This is inclusive of your two 10-minute breaks, all necessary personal service needs such as (but not limited to) restroom needs, and your 30-minute unpaid meal time.

## Just Deliver the Mail. Everything else is NOT Your Problem

In all instances, make management manage. Whenever you become aware that you will be not be back within the time authorized, contact management and request clear and specific instructions. If management attempts to give you conflicting instructions, do not become flustered or argue with them. Simply tell them what you understand their instruction to be, which is either to continue working or to return with any undelivered mail. Always follow the last instruction given, and make a note of the time and the supervisor's name. **If you do return with undelivered mail, always complete form PS Form 1571 – Report of Undelivered mail, and obtain a signed copy before leaving for the day.** Under reasons, simply write, "as instructed by supervisor (name)."

Most of all, NEVER be intimidated into working unsafely, skipping your breaks, or working through any portion of your meal period. Always remember that a letter carrier alone determines mail delivery reality – not management. This reality is simply the time actually needed to do your work, **which is and will always be whatever it actually takes, and only that.** So, keep it simple, don't fret about their nonsense, and just focus on what actually matters. You owe the Postal Service only a commitment to show up and work. In return, you receive union-negotiated pay and benefits. Everything else in life belongs only to you. Keep it that way.

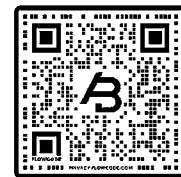
-- Joe Golonka

*Branch 2184 Contract Administration Unit*

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# 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 Swintek (R)
- Christopher Tostige (R)
- ✓ Denise Viola
- ✓ Jim Wolstencroft (R)

## Dundee

- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Mary Renaud (R)
- ✓ Gloria Warthen

## Inkster

- Phil Ashford
- ✓ Ibrahim Ashaif
- ✓ Robert Clark
- ✓ Thad Dillard (R)
- ✓ Carl Gibbs (R)
- ✓ Scherrie Lacey
- Diana Taylor
- ✓ Tyke Reid

## Lincoln Park

- ✓ Thelma Balogh (R)

- ✓ Arleen Blanchard

- ✓ Laura Fitzgerald
- ✓ Paula Hall
- ✓ Ronald Hausch (R)
- ✓ Nicholas Longo
- Patricia Manning (R)
- Timothy Manning (R)
- William Mason (R)
- ✓ Nicole Pace
- ✓ Karen Purvis (R)
- ✓ David Reise (R)
- ✓ Barbara Scaggs (R)
- ✓ Scott Watts

## Monroe

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

## Northville

- ✓ Elizabeth Bays
- ✓ Jose Hardrick
- ✓ Ricky Hatfield
- ✓ Janet Klein (R)
- ✓ Sara Need
- ✓ Jennifer Rake
- Mark Miller
- ✓ Janice Mitchum
- Loianne Vester
- ✓ Valerie Watkins

## Plymouth

- ✓ Tamara Bosman
- ✓ Mary Ferrari (R)
- ✓ Diego Forshaw
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce (R)
- ✓ Kristie Nelson

## Taylor

- ✓ Adeyinka Adeduntan
- ✓ Keith Benedict

- ✓ Patricia Davis (R)

- ✓ Craig Finney
- ✓ Dawn Gable
- ✓ Roger Gilliam (R)
- ✓ Alexander Heatherly
- ✓ Jason Josaitis
- ✓ Ryan Judd
- ✓ James Kelly (R)
- ✓ Karen Lee
- Frances McGuchin (R)
- ✓ Ray Michaux
- ✓ Walter Modelski (R)
- ✓ Timothy Murray

- ✓ Alyssa Nieves

- ✓ Bob Parisi
- ✓ Anjeanette Parks
- ✓ Bob Sedore (R)
- ✓ Irene Sly (R)
- ✓ Suzanne Stevens (R)
- ✓ Elizabeth Truskowski
- ✓ Jeanie Youtsey

## Temperance

- ✓ Kari McLachlin

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwen Heffinger (R)
- ✓ Larysa Larson

Tracy Mitchell

- ✓ Casey Pennington
- ✓ Jeffery Webb
- ✓ Douglas William

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
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### 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.

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The NALC's 72<sup>nd</sup> Biennial Convention took place from August 8<sup>th</sup> through August 12<sup>th</sup> at the Chicago McCormick Convention Center.

Twenty-three (23) delegates represented the Branch at this convention,