



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

May/June 2022

President's Report

REMOVALS/ARBITRATION

I am seeing more and more of our carriers being put up for removal for attendance throughout our branch. It is so alarming that I am starting my article off with this information. In this month (June) alone, I had two removals out of one of our buildings for career carriers. I have another removal case in a branch 2184 building scheduled for arbitration. That is a total of three (3) cases in one month at arbitration. In a third branch 2184 office, I have two removal cases at the Formal A level ready to meet with the Postmaster on. Again, these are all attendance related cases. It is so important to make sure we are utilizing FMLA for absences that qualify for this coverage. Also, speak with your supervisor/postmaster about a PS 3189 if you are having issues with being tardy. Changing your start time may assist you and prevent tardy instances being used against you. Brothers and sisters, we will always do our jobs as contract enforcers and give you all the best representation possible when defending these removals, however, management does eventually learn from their mistakes and all of the best Branch 2184 representation might not be enough if management can show that they have met their required just cause principles.

Reach out to the hall at 313 295 1640, if you need FMLA paperwork or need to get EAP assistance to help with an attendance issue. We are here to assist you.

CONVENTION UPDATE

All the delegates (funded/unfunded) have received a letter from me by now detailing information about the upcoming Chicago convention August 8th, through August 12th, 2022. There will be someone here at the hall each day to assist the members while the delegates are at the convention.

PICNIC CREW

A special thanks to Picnic Chairman Erik Venzke for having his picnic crew work on the weekends, after work to get the union hall grounds prepared for the picnic. Picnic grounds crew consist of Picnic Chairman Erik Venzke, Vice President Darryl Clay, Sgt @ Arms Phil Ashford, Allen

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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

Office Hours:

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

Monday through Friday

Calendar

Branch Meetings:

July & August

No Branch meetings

Retirees Meetings:

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

Due to COVID 19 meetings are cancelled

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Executive VP	Jacqueline McGregor
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Trustee.....	Gloria Warthen
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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)
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.....	Damon Green (alt)
Dearborn (Annex).....	Melvin MacDonald
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.....	Rose Miller (alt)
.....	Jillian Hudgins (alt)
Dearborn Heights.....	Shaun Fowlkes
.....	Marwan Ghotey (alt)
.....	Jacqueline McGregor (alt)
.....	Melvin MacDonald (alt)
.....	Chanal Harrison (alt)
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Flat Rock.....	Lillian Bogosian
.....	Gloria Warthen (alt)
Grosse Ile.....	Gloria Warthen
.....	Kim Bumbul (alt)
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.....	Scherkeira Wells (alt)
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.....	Mark Owen (alt)
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.....	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)
.....	Tracy Mitchell (alt)
.....	Tamara Bosman (alt)
Temperance	Gloria Warthen (alt)
Trenton.....	William Douglas
.....	Jeffery Webb
.....	Tracy Mitchell (alt)
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.....	Felicia Davis
.....	Nakia Whitfield
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.....	Walt McGregor (alt)
Canton.....	Ramon Robinson
.....	Tonya Rutledge
Ypsilanti.....	Paul Bordine
.....	Mike Tredway
.....	Danita Hill (alt)

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President's Report

Park Steward Mark Owen, Retirees Officer Leonard Zawisa and myself. We still need volunteers for the day of the picnic. Please call the hall or let your steward know that you can assist us on picnic day June 26th, 2022 for a short time.

BRANCH 2184 FACEBOOK PAGE

As of 06/13/2022, there are 167 members. The page is growing daily. If you are on Facebook, please search for our page. You have to answer a few questions like who is your steward(s) and what building do you work out of and you will be approved. There is up to date information to what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates. Take a moment to look at it. It is only for current Branch 2184 members. No former members or nonmembers allowed.

SUMMER BRANCH MEMBERSHIP MEETING

There are no July and August branch membership meetings per our bylaws, so make sure you stay up to date on our branch 2184 Facebook page. We will see you all Wednesday September 7th, 2022, via Webex or possibly in person (if the covid-19 numbers are down).

Enjoy your summer Branch 2184 members! Stay safe!

-- *Walt McGregory*
President

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

EVP's Report

Summer Months

Summer is quickly approaching; it is important to remember to take all the necessary breaks during the summer months and to stay hydrated. Don't feel rushed or intimidated by management. Your safety is the most important thing to remember. Make sure you are utilizing a PS Form 3996 in the morning to inform your supervisor of what you believe will prevent you from completing your assignment in the time authorized by management (i.e., heat/weather). Always remember that the work that you do takes whatever time it takes to be safe and accurate as possible. Ask to see a steward if you feel management is asking you to work unsafely or is subjecting you to unsafe working conditions and file the appropriate grievances.

Here are a few tips to prevent heat related illnesses and fatalities:

1. Drink water every 15 minutes, even if you are not thirsty.
2. Rest in the shade to cool down.
3. Wear a hat and light-colored clothing.
4. Learn the signs of heat illness and what to do in an emergency.
5. Keep an eye on fellow co-workers.
6. "Easy does it" on your first days of working in the heat. You need to get used to it.

It's Picnic Time

We are back this year! Please make sure you and your family make plans to attend our annual branch picnic on June 26, 2022, from 12-6 p.m. We are in need for volunteers to set up, picnic activities and to clean up afterwards. If you would like to volunteer, please call the union hall, and let any officer know what time you would like to volunteer during the day. Together we can make our picnic a huge success!

2022 National Convention

We have finalized the 72nd biennial convention of the National Association of Letter Carriers held on August 8th thru August 12th in Chicago Illi-

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EVP's Report

nois. By now all Branch 2184 delegates should have received their letter from President Gregory with pertinent information on travel and lodging. All convention delegates are required to attend at least (2) of the workshops and seminars that's scheduled prior to and after the Convention Business sessions. The delegates will be required to make a written or verbal report about the workshops attended. If any delegate has not received the information packet, please contact the branch and an officer will be able to assist you.

2022 K.I.M. Region Seminar

The planning of the 2022 K.I.M training has begun. The K.I.M training will be held at the National Convention Center located in Covington, Kentucky October 8th thru October 10th. More information will be become available in months to come. President Gregory will be getting with each Branch 2184 Contract Enforcer to invite them to attend this great training event.

Expired Memo's

All the Covid 19 memo's that had been extended through May 6, 2022, have expired. NALC has a compilation of the Centers for Disease Control and Prevention (CDC) recommendations and Postal Service polices, to help keep letter carries safe as possible. The following are a list of recommendations and policies that may change as the pandemic evolves.

Vaccination

Are vaccines safe?

The Centers for Disease Control and Prevention (CDC) states COVID-19 vaccines are safe, and much safer than getting COVID-19. According to the CDC, the vaccines are effective at preventing severe illness and help limit the spread. They were developed using science that has been around for decades. If you are unvaccinated, the CDC recommends you get a COVID-19 vaccine as soon as you can.

Mask policy

What is the mask policy?

As of March 29, 2022, the Postal Service will no longer require any postal employee to wear a face covering while at work. All previous Postal Service face covering policies are rescinded. Employees may continue to voluntarily wear a mask or face covering if they choose.

When should social distancing be practiced?

USPS Mandatory Stand-Up Talk *Social distancing reminder*, dated November 18, 2020, explains that social distancing must be observed whenever possible while on delivery routes, at retail counters, and within the postal workplace: in plants, on docks, and in lunch and break rooms. COVID-19 spreads mainly among people who are in close contact, within about 6 feet for a prolonged period – 15 minutes within a 24-hour period. Social distancing or maintaining 6 feet between yourself and others should be practiced whenever possible to help reduce the spread of COVID-19.

Where can I find cleaning instructions and recommendations?

On February 3, 2020, the USPS issued Maintenance Management Order (MMO-031-20) *Influenza and Coronavirus Cleaning Contingency* updating pre-COVID-19 cleaning instructions to follow the recommendations issued by the CDC, *Guidance on Cleaning and Disinfecting Your Facility*. USPS COVID-19 *Supervisor and Management Guidance* instructs them to ensure the Postal facility is cleaned daily per MMO-031-20.

Contact tracing, exposure, and leave

What is contact tracing?

Contact tracing is a process to identify and isolate possible infections to limit the spread of COVID-19. A USPS Occupational Health Nurse Administrator (OHNA) or safety personnel will initiate a close contact investigation within 24 hours of notice of an employee testing positive for COVID-19. They will interview the employee regarding their movements and potential contact with co-workers. If you are contacted by the OHNA, provide the requested information, and follow their instructions.

-- Jacqueline Gregory
Executive Vice President

VP's Report

Food Drive

The second Saturday in May has come and gone. Our branch had a successful "Stamp out hunger Food Drive". We collectively collected over 256,000lbs of food. That's not bad while dealing with an ongoing pandemic.

It is so important for all of us as letter carriers to assist those who are dealing with food shortages in their homes. The annual food drive is the way to do just that!

I'd like to thank the leadership of the branch for taking charge and helping our food drive coordinators "Get the job done"! Without the coordinators, every carrier that picked up food, family members to assist and volunteered in so many ways, we couldn't have gotten the job done! I thank you all for making this drive so successful. To our retirees and community members that assisted, a heartfelt thanks to you all as well. Thank you to everyone for your part in our success with the 2022 NALC Stamp Out Hunger Food Drive. Here's a Letter Carrier Cheer for you all: HIP! HIP! HOORAY!!... HIP! HIP! HOORAY!!... HIP! HIP! HOORAY!!

Customer Connect

Through customer connect, Letter Carriers are taking advantage of the special relationships with our business and residential customers by encouraging them to ship with us, USPS, instead of our higher priced competitors. The large business, smaller shops and home business can all benefit from our products.

While performing your everyday jobs as letter carriers on your route(s), look at some of the packages that you are delivering to your customers. Some of those packages can be turned into leads for our Customer Connect department to follow up on and possibly generate new revenue for our employer. Have a short conversation with your customer about possibly growing their business. Let them know that you can have a specialist contact them and assist them with their shipping needs.

Since the start of this program, Letter Carriers have generated over **3 BILLION** in new revenue for our employer. Your quality lead may be the next

lead that makes **a MILLION-dollar sale.**

Set a goal for yourself: Get as many leads as you can. Turn those leads in to your Customer Connect Coordinator in your office or to your supervisor. They will make sure your lead(s) are inputted into the system.

Have Fun! Stay Safe! Stay hydrated!

The Summer Solstice is Tuesday, June 21 at 5:13 AM. Everybody knows what this means... ITS TIME TO PARTAAYY! and work, PARTAAYY! SOME MORE then work some more. How ever you do it, just remember to do it safely and responsibly. Designate a driver, grab a Uber, and if it is after 2AM, call the one who is always up at 3AM waiting on that call.

Branch Picnic

After a two-year hiatus, OUR ANNUAL PICNIC is BACK!

I hope everyone has seen the flyers posted in your building. The festivities kick off at Noon, Sunday, June 26th on the grounds of the Union Hall.

There will be food and drinks for all. The kids can enjoy pony rides, a petting zoo, bounce house and water slides. There will be plenty of games, dancing, and karaoke for all ages and yes plenty of water so you can stay hydrated.

After being locked down and away from each other for over two years, let's come together safely and have a good time.

Hope to see you and your family on Sunday, June 26th, from Noon to 6PM, here at the Union Hall located at 6969 Monroe Blvd, Taylor MI 48180.

-- Darryl Clay
Vice President

**OUR ADVERTISERS ARE YOUR
FRIENDS**

**MENTION YOU SAW THEM
IN OUR NEWSLETTER.**

Contract Corner:

Part-time Flexible Letter Carriers: NOT Just "Glorified CCAs"

Part time flexible (PTF) positions in the letter carrier craft are not at all new. In fact, prior to the January 2013 Das Contract Arbitration award, all letter carriers began their USPS career level employment as PTFs. This USPS career position was originally known as a "substitute clerk-carrier" but it was changed to part-time flexible during the 1970s.

PTFs are members of the career Regular Postal Service Work Force, per Article 7 of our Collective Bargaining Agreement. The career regular work force is comprised of two categories of employees, full-time and part-time. Article 7, section 1.A.(2) of the Contract states the following: "Part-Time: Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules of less than forty (40) hours in a service week, or shall be available to work flexible hours as assigned by the Employer during the course of a service week."

So, what does all of that mean? PTFs are USPS career letter carriers with all the rights and benefits of career carriers, including but not limited to: the career City Carrier pay scale, regular step increases, regular contractual wage increases including all COLA increases, the accrual of career craft seniority, the accrual of both sick leave and annual leave, full participation in the Federal Employees Health Benefit (FEHB) plans, full participation in the Thrift Savings Plan including USPS matching contributions, employer paid life insurance, and career service credit toward the Federal Employees Retirement System (FERS).

Additionally, although PTFs are not contractually guaranteed a schedule of 40 hours a week, they typically do work at least that many hours, and often more. PTFs have priority scheduling consideration for straight time work hours over non-career employees in the same work location. Specifically, Article 7, section 1.C.4 of the Contract provides that **"Over the course of a service week, the Employer will make every effort to ensure that qualified and**

available part-time flexible employees are utilized at the straight-time rate to prior to assigning such work to CCAs working in the same work location and on the same tour, providing that the reporting guarantee for CCA employees is met."

This means that PTFS must be scheduled for work paid at the straight time rate (up to 40 hours a week but not necessarily 8 hours a day) prior to assigning this work to CCAs working in the same location and tour. PTFs also have the right to request hold downs (opts) on vacancies of 5 days or more in accordance with their career craft seniority, per the provisions of Article 41, section 2.B of the Contract. Such temporary vacancies are filled by career PTFS that have requested them in accordance with their craft seniority **prior to any CCAs that may have requested them.**

Any PTF that believes their Contractual rights have been violated by Postal management should always request to meet with their steward, who will investigate the situation and respond as necessary.

Weingarten Rights

Federal Labor Law, known as the Weingarten rule, gives every USPS employee, career and non-career, the right to representation during any investigative interview which he or she reasonably believes may lead to discipline. **Of importance, the determination of "reasonably believes" is made only by the employee, not by management.** Sometimes management will directly state that the interview could lead to discipline. In other situations, it is the nature of the questioning that often leads an employee to have a reasonable belief of potential disciplinary action. Whenever this occurs, the employee should immediately request representation.

Additionally, although an employee does not have **Weingarten Rights** during an official discussion (as defined in Article 16, section 2 of the Contract), management will sometimes deviously attempt to mask an investigative interview under the guise of an alleged "official discussion." The key is the content and direction of a so-called "official discussion." If management begins asking questions or otherwise interrogates an employee instead of discussing an alleged minor infraction, it is no longer an official discussion but instead has actually become an investigatory interview. **The employee should immediately**

request union representation at that time.

Be aware that **Weingarten Rights** are NOT automatic. The employee must actually request representation in an investigative interview. Management is not required to inform them of this right. **Important: Once Weingarten Rights are exercised, the steward has the right to fully participate in the interview process. Any attempt by management to refuse to allow the steward to speak or otherwise restrict the role of the steward to that of a passive observer violates the employee's Weingarten Rights. Employees also have the right under Weingarten to a pre-interview consultation with a steward.**

Finally, although the Employee and Labor Relations Manual (ELM) Section 665.3 requires all postal employees to cooperate with investigations, a letter carrier still has the right under Weingarten to have a steward present before answering questions in this situation. The carrier should respond that he or she will answer questions once a steward or authorized union representative is provided.

The Myth of Age-Related "Work Standards" Exemptions

A long-standing myth in the Postal Service is that letter carriers of a certain age or years of service are exempt from performance "standards." This myth has its origin in a consistently misinterpreted provision, section 242.214 of the M-39 Handbook, Management of Delivery Services. The language at issue provides the option for management to adjust a senior (more than 25 years of service or 55 years of age) letter carrier's office time if they did not make minimum office casing standards during a 6-day mail count and inspection, and where performance was otherwise deemed "satisfactory." This very limited circumstance has somehow been morphed into a fictitious belief of a blanket exemption from performance "standards" after 25 years of service or 55 years of age. That is simply nonsense, but more importantly - **it also does even not matter to begin with.**

The use of the word "standards" above is in quotes for two reasons. First, regarding office time. Although casing standards of 18 letters or 8 flats a minute as well as 70 pieces per minute pulldown time are used for purposes of determining "standard" of-

office time, a letter carrier is merely required to be at their case working and not engaging in obvious time-wasting practices. Per the M-39 handbook, section 242.332, "no carrier may be disciplined for failure to meet standards, except in cases of documented, unacceptable conduct that led to the carrier's failure to meet office standards."

Most importantly, there are NO existing "time allowances" for the performance any and all letter carrier street duties. This includes but is not limited to loading the vehicle, the delivery of letter and flat mail, and the delivery of packages as well as special services mail. Delivery functions performed by letter carriers simply cannot be quantified by any sort of predetermined time values. **Everything that a letter carrier does while on street time takes whatever time that it takes, no more and no less.**

Always remember that **ONLY** a letter carrier determines how much time is actually necessary to complete all assigned duties each day. Don't allow management to complicate things, and don't unnecessarily complicate them for yourself. Just keep it simple. Come to work, use all necessary time to do your work safely and efficiently, and then go home to what actually matters in life. That's all there is, and all that there ever needs to be with the letter carrier job.

-- *Joe Golonka, Chairperson*

Branch 2184 Contract Administration Unit

Branch 2184 Web Site

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

Legislative Update

By LPO Anna Mudd

The following article is posted on the nalc.org website under the government affairs tab-news & updates. It details the release of the fact sheet for HR 4268 (Federal Retirement Fairness Act). This fact sheet can be shared with your congressional representatives to educate them on the need to support this important legislation. Please reach out to your reps to ask that they cosponsor HR 4268. You can keep track of the progress of this bill by visiting nalc.org. Once on the website, click on the government affairs tab-legislative action center-NALC bill tracker

GOVERNMENT AFFAIRS

Legislative Updates

Federal Retirement Fairness Act fact sheet available

May 18, 2022

Reps. Derek Kilmer (D-WA) and Tom Cole (R-OK) introduced the Federal Retirement Fairness Act (H.R. 4268) in June 2021. This bill 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). This legislation would cover letter carriers who were employed as casuals, transitional employees (TEs) or city carrier assistants (CCAs), providing them with greater retirement security.

Read [NALC's fact sheet](#) to learn more about this legislation.

[Click here](#) to find out if your representative is cosponsoring H.R. 4268.

The fact sheet can be obtained on the nalc.org website by clicking on the article above. The following is language from the fact sheet and explains the bill:

"Many federal employees, including Postal Service employees, begin their federal/postal service in non-career positions before transitioning to career status. These employees, including letter carriers who were employed as casuals, transitional employees (TEs) or city carrier assistants (CCAs), do not receive retirement credit for their time spent in these positions. Because years employed as a non-career employee are not creditable under the Federal Employees Retirement System (FERS), employees who started in non-career positions and transition to career status must work longer to reach the required years of employment to receive full retirement benefits.

The Federal Retirement Fairness Act (H.R. 4268), sponsored by Reps. Derek Kilmer (D-WA) and Tom Cole (R-OK), would modify what is considered creditable federal civilian service under FERS. This bill would allow these employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making such time creditable service under the FERS, and for other purposes.

This legislation would allow letter carriers and other affected employees the opportunity to purchase retirement credit for the time they spent in these noncareer positions, providing greater retirement security."

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. My contact information is- Phone:270-317-2960 and Email: amudd@nalc.org.

Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP):

As of 5/10/22, the NALC and USPS have agreed to an alternative route adjustment process known as TIAREAP which is short for Technology Integrated Alternate Route Evaluation and Adjustment Process. This process is outlined in detail in three Memorandum of Understandings: M-1982, M-1983 and M-1984.

What is unique about TIAREAP is that the entire process is comprised of *joint* teams. Each district will have a minimum of four *joint* teams classified as the Route Evaluation and Adjustment Teams (REAT's) who will work with the District Lead Team (DLT). Each team will consist of one representative appointed by the NALC and one representative selected by USPS Vice President of Delivery Operations or his/her designee. The DLT and REAT teams will be responsible for data analysis, route evaluation and adjustment, *jointly* conducting carrier consultations and *jointly* ensuring that all resulting data and unit records are updated.

Each installation will have local office contacts appointed by the branch president or designee while the USPS representatives will be selected by the district manager or designee. The local teams will assist the team(s) with the evaluation and adjustments of routes in their installation.

While zones have not been selected for evaluation yet, now is the time for all active carriers with bid assignments or long term OPTS/Hold-downs to prepare. Carriers need to be doing the following consistently.

- Route edit books must be up to date
- If necessary, request new case labels that are consistent with the route edit book
- Completing PS Forms 3996 in detail when estimate your route to be over 8 hours
- Fill out PS Form 1571 every time mail is curtailed/delayed
- Inform your steward if any part of your route did not get delivered so it will be properly recorded
- Always keep your scanners with you while per-

forming your assigned duties. (Do not leave scanners in postal vehicles while delivering, doing so will prevent the REAT(s) from gathering accurate data that establishes your personal work performance)

If your installation is selected for evaluation, the most important carriers can do during this process is to communicate with the REAT(s) when the time comes to conduct consultations. No one knows a route better than the carrier assigned to that route. Without input from each carrier adjustments will be based solely on the established data. This process does not just allow carriers to provide their input it has ensured that the carriers input will be considered before any adjustments are finalized.

Remember this is a *joint* process and the NALC has appointed representatives who will be verifying that any adjustments made are consistent with what was *jointly* agreed upon.

More information will be forthcoming, during our monthly branch meetings and in future Branch 2184 "Speaks" newsletters.

In Solidarity,
-- Elizabeth Bays
MI 1 REAT member

A NEW ALTERNATE ROUTE ADJUSTMENT PROCESS

The NALC and the Postal Service have agreed to establish an alternate route evaluation and adjustment process for the remainder of 2022 and all of 2023. This agreement is detailed in a series of Memorandums of Understanding (MOUs) signed by the National parties. The MOUs are M-01982, M-01983, and M-01984 and they can be found on the NALC National website as well as in our union's Materials Reference System (MRS).

The MOU re: *Technology Integrated Alternate Route Evaluation and Adjustment Process 2022 – 2023* (TIAREAP) establishes a process that utilizes

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New Adjustment Process

information made available using Digital Street Review (DSR) technology as the primary means to evaluate and adjust city delivery routes. This MOU is M-01982 in the NALC MRS. The technology utilized in the new process is expected to provide a more detailed and accurate evaluation of each letter carrier assignment in the stations or zones that will be jointly chosen by the district lead teams.

As in previous alternate route evaluation and adjustment processes, TIAREAP will involve multiple teams established throughout the country, comprised of one NALC representative and one USPS representative, who will jointly evaluate and adjust routes in select zones. Once the joint teams have been selected, training and zone selection will take place shortly afterward, with evaluations beginning in September this year.

Additionally, the involvement of local contacts will be critical for identifying unique and specific issues as they pertain to a zone or to individual letter carrier assignments. Branch 2184 President Walt McGregory and USPS representatives will jointly coordinate the selection of local contacts from any stations or zones in our Branch that are chosen for the process. ALL Branch 2184 stewards and contract enforcers will be provided with extensive information and training about the new process on an ongoing basis.

A jointly developed supplemental document (M-01983) provides the mutual understanding of the national parties on issues related to the MOU Re: *Technology Integrated Alternate Route Evaluation and Adjustment Process 2022-2023*. It is intended for use by the parties at all levels in properly applying the terms of TIAREAP. Agreement to implement the process comes after more than 14 months of joint exploration and testing of the utilization of DSR technology to evaluate and adjust routes.

Finally, and importantly: It is understandable that some of our active members might be wary of a technology-based means of evaluating and adjusting letter carrier assignments. **However, always remember that the data utilized will be your data, reflecting your actual work over a period of time.** Thus, YOU are person that will be most responsible for proper adjustment of your route. This means al-

ways performing your duties in a safe, sane, and efficient manner, taking your breaks and never working through your unpaid lunch period. Want a properly adjusted, 8-hour assignment? Make sure that every day your work reflects the time that is actually necessary to do your job, nothing more **and nothing less.**

-- Joe Golonka, Chairperson

Branch 2184 Contract Enforcement Committee

Building Committee Report

There is nothing new to report on the possible sale of the Branch 2184 union hall. The committee has been doing our due diligence in working with a buyer's real estate agent to research available buildings that will fit our needs in the event the buyer decides to purchase our property per the purchase agreement.

-- Erik Venzke

Building Committee Chairperson

Picnic Committee Report

The picnic committee has currently been working to ensure everything is ready and prepared for the picnic on Sunday, June 26, 2022. I would like to give a special thanks to our grounds crew Mark Owen, Sergeant at Arms Phil Ashford, and Vice President Darryl Clay for their hard work in getting the grounds cleaned and ready.

The Branch is in need of members who would like to volunteer to help the day of the picnic with various activities and the serving of food and beverages. If any members are interested in volunteering, please contact the union hall to sign up.

Thank you, we look forward to seeing everyone at the picnic.

-- Erik Venzke

Picnic Committee Chairperson



Branch 2184 New Members WELCOME

Jayla Allen	Dearborn Heights
Mikeyah Bell	Westland
Jesse Collins	Dearborn Main
Stephen Fletcher	Dearborn Heights
Kayla Hoskins	Lincoln Park
Nicholas Jones	Trenton
Gerry Kozikowski	Flat Rock
Keith Matthews	Belleville
Michael Parks	Dearborn Annex
Tricia Paultanis	Canton
Shironda Phillips	Inkster
Cypres Pierce	Ypsilanti
Thomas Reynolds	Westland
Louis Rodriquez	Ypsilanti
Levy Sanchez	Ypsilanti
Zachary Silcox	Trenton
Marla Sims	Lincoln Park
Irene Smith	Canton
Leandra Steens	Dearborn Annex
Terry Teller	Temperance
Bujar Ukshini I	Flat Rock
Brittney Williams	Canton
Jamel Alexander	Ypsilanti
Kayla Banks	Taylor
Paris Bentley	Dearborn Heights
Christina Davis Brown	Canton
Ebony ElMatni	Dearborn Main
Ahmad El Hajj	Dearborn Heights
Tequila Hixon	Dearborn Annex
Dana Jones	Dearborn Main
Robert Kenney Jr	Westland
Harrison Kieme	Northville
Jason Lattuca	Taylor
Tiffany Marine	Westland
Anthony Oatley	Ypsilanti

Rasheila Price	Westland
Tyler Rausch	Ypsilanti
Nabil Saad	Dearborn Heights
April Stirgus	Northville
Mahmoud Abu-Nouh	Dearborn Heights
Jakyla Anderson	Westland
Antonino Galati	Trenton
Sara Holcomb	Dearborn Annex
Jackson Mize I	Dearborn Heights
Alexander Rybinski	Westland
Ryan Sabo	Northville
William Swift	Inkster
Ruth Walker	Westland

Retirements

Retirements from pay periods
07/22, 08/22, 09/22, 10/22, 11/22

Wayne Swan Westland

Randall Smith Lincoln Park

Frank Wallath Plymouth

Dwayne Conley Trenton

Recent Retiree Deaths

Jerry Holowka Dearborn Heights

ITS A GET WELL NOTE FROM
YOUR POSTMASTER, WITH A P.S.;
YOU ARE NOW ON RESTRICTIVE
SICK LEAVE.



KAMINSKI - BR 589 - VERNON, CT.

A Short History of Branch 2184 (Part 1)

Background: In October 1999 Branch 2184 celebrated the 75th anniversary of its Charter as a local Branch of the NALC. The festivities were highlighted by a membership banquet. Then Branch 2184 Executive Vice-President and now retired activist and NALC Gold Card member Joe Golonka composed a brief history of the Branch for the banquet program. As we approach our 100th anniversary in just two years, Joe has rewritten and updated our history. Part 1 of this historical narrative follows.

In The Beginning

Branch 2184 of the National Association of Letter Carriers received its Charter as an NALC Branch on November 25, 1924. The newly formed Branch was located in the city of Dearborn, Michigan. The Great War, as World War I was then known, had been over for six years, a global pandemic had eased, and it was the middle of the "Roaring 20s" for much of America. However, despite an era of general prosperity, especially for wealthier Americans, the Union movement and Organized Labor was struggling against corporate, political, and government resistance, led by the stridently anti-Labor Warren Harding, Calvin Coolidge, and Herbert Hoover Presidential Administrations.

In 1924 Edward Gainor was in the 10th year of his 27-year tenure as NALC National President. The NALC had affiliated with AFL (American Federation of Labor) in 1917. Letter Carrier wages then ranged from just \$1400 to \$1800 a year in this era before collective bargaining. Congress had recently passed a bill to increase letter carrier wages by \$300 a year, but President Calvin Coolidge vetoed it. The legislation was finally signed into law in 1925, despite continued fierce political resistance. Although a mediocre salary for the time, during the subsequent Great Depression years it was considered to be substantial.

However, city letter carrier wages were cut by Congress in a government economy move during the Depression year of 1932. Letter carrier wages remained substandard for the next 38 years, until the Postal Reorganization Act of 1970 gave the NALC the right to bargain for wages and benefits instead of begging an often hostile Congress and Presidential administrations for pay raises. In fact, city letter carriers did not receive another permanent pay increase until July 1945, as the Second World War was ending.

Meanwhile, Branch 2184 remained the union representative entity for Dearborn letter carriers, who also delivered mail in Melvindale and the growing suburb of Dearborn Heights. Many Branch 2184 members served with distinction during the Second World War and also during the Korean conflict in the early 1950s, some of them interrupting their postal career to do so. The 1940s and 1950s also saw the initial employment of women letter carriers in the United States, who capably demonstrated their ability to handle what had traditionally been a male-dominated profession.

During the 1950s letter carrier working conditions and wages were under constant attack from the Eisenhower Administration and from a resolutely anti-labor postmaster general. Even as prosperity was widespread in much of the nation, letter carriers were prevented from sharing in the economic pie. Many letter carriers had to work a second job in order to cover basic necessities for their families.

Frustration festered during the 1960s, and Branch 2184 joined with other area NALC Branches to form the "Liberator District" of the NALC. The Liberators, as they were known, promoted an aggressive and united approach to letter carrier issues and to lobbying efforts, along with an emphasis on education, communication, and information sharing. Although the Liberator District merged with the Michigan State Association of Letter Carriers in 1968, the success of a united approach to our issues had been aptly demonstrated.

(Continued on page 13)

(Continued from page 12)

The Dawn of the "Modern Era"

In a display of solidarity with their Union brothers and sisters across much of the nation, Branch 2184 members actively participated in the legendary March 1970 strike. Some of the participants in that courageous action are still actively involved retired members of our Branch and the NALC. Strike signs that were signed by our active members in 1970 were later framed, and they are proudly displayed in our Branch 2184 meeting room. An iconic picture of striking Branch 2184 members picketing the Dearborn post office appears in "*Carriers in a Common Cause*," the official history of the NALC.

The strike paved the way for substantial letter carrier wage increases and the right to collectively bargain for wages and benefits under the Postal Reorganization Act of 1970. On July 1, 1971, the "Post Office Department" which had been a cabinet-level government agency, ceased to exist. The Post Office Department was replaced by a new "quasi-independent" agency known as the United States Postal Service, a self-funded agency that was no longer dependent on the whims of the Legislative and Executive branches of the Federal government for funding. Also during the 1970s, Vietnam era military veterans began to join our letter carrier ranks.

The groundwork had been laid for a series of local Branch mergers (known as amalgamations) that began with Branch 2184's merger with the Inkster, Michigan NALC Branch on September 1, 1972. Under the guidance of longtime Branch President Richard Adams, the remainder of the 1970s and the 1980s saw a continuing series of amalgamations between Branch 2184 and smaller neighboring Branches. Each of these made the Branch larger and stronger, with additional resources that were needed to counter increasingly antagonistic and abusive postal management tactics during the 1980s and 1990s.

City letter carriers that delivered mail in Lincoln Park, Wayne, Westland, Plymouth, Canton, Trenton, Woodhaven, Rockwood, Flat Rock, Taylor, Romulus, Grosse Ile, Belleville, and Northville all became members of Branch 2184 during this period. Branch 2184 was no longer known as the "Dearborn Branch," but had now become the Western Wayne County Branch of the NALC. Then as now, Branch 2184's hallmark was rigorous, no-nonsense and consistent contract enforcement on behalf of our members, even as our Branch developed and expanded other member services. During the early 1980s the Branch purchased and renovated a building and property in Taylor, thus providing a facility for business offices and meetings that was owned by the Branch and its membership.

By 1990 Branch 2184 had become the second largest NALC Branch in Michigan, but there would be much more to come, including additional Branch mergers, widespread battles with postal management, and the transformation of the Postal Service into the automated era of mail processing and delivery technology. Branch 2184 would itself also undergo a still continuing period of modernization. Part 2 of Branch 2184's history will cover the period from the 1990s until the present time. It will appear in a subsequent issue of our publication

-- Joe Golonka

Branch 2184 Retired Member



Postal Holiday July 4th 2022



NALC Memorandum

June 2022 cost-of-living adjustment memo

June 10

Contract COLA: Accumulated COLA is \$1,810 through June 2022

The projected accumulation toward the sixth regular COLA under the 2019-2023 National Agreement stood at \$1,810 annually in June following the release of the May 2022 Consumer Price Index.

On June 10, 2022, the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 857.929 in May, 112.553 points above the base level of 745.376 in July 2019. The accumulated COLA through May stood at 87 cents per hour or \$1,810 annually.

The sixth COLA will be based on the increase in the CPI-W between the base index month and July 2022, less any previously calculated COLAs, and will be payable the second full pay period following the release of the July 2022 index. The five COLAs that have been calculated under the 2019-2023 National Agreement, totaling 194 cents per hour, are as follows: 1st COLA, 8 cents per hour (\$166 annually), 2nd COLA, 9 cents per hour (\$188 annually), 3rd COLA, 20 cents per hour (\$416 annually), the 4th COLA, 93 cents per hour (\$1,934 annually), and the fifth COLA, 64 cents per hour (\$1,331 annually).

2023 Retiree COLAs Projection: 7.3% as of June 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 May 2022 CPI-W (1982-84) of 288.022 the 2023 CSRS and FERS COLAs are currently projected to be 7.3%. 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: 5.1% as of June 2022

Based on the release of the May 2022 CPI-W (1982-84=100), the 2022 FECA COLA projection is 5.1%. The May 2022 CPI-W of 288.022 was 5.1% above the December 2021 base index (273.925). The 2023 FECA COLA calculation will be finalized when the December 2022 CPI-W is published during the month of January 2023.

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

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**

National Postal Workers Day is observed each year on July 1. It celebrates and recognizes postal workers and the hard work they put in to ensure your mail and deliveries get to you smoothly and on time. Did you know that in the United States, postal workers walk an average of four to eight miles a day, delivering letters and packages to our doorsteps?
July 1st 2022

Branch Uniform Bank Now Open!

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

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

Stamp Out Hunger Food Drive Results

We did it again! Another successful year for the 30th annual NALC "Stamp out Hunger" food drive. The efforts of letter carriers, friends and families on May 14, 2022 Branch 2184 collected a total of 256,234 pounds of food, that is a decrease from 2019, but we still did well for still being in a pandemic. See page 17 for breakdown of each office. Our goal was to collect as much food this year as we could and we did!

We would like to Thank everyone of you for the hard work and dedication in making the NALC's food drive a great one. Whether you were out on a route helping to pick up food from the customer or helping sort out food at the local postal office. We Thank you!

-- *Cathy Tondreau*

-- *Jacqueline McGregory*

Branch 2184 Food Drive coordinators



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

Contact Your Brookfield Representative!

Carl Ramsey

313-659-8827 (voice & text)

2022 Branch 2184 Food Drive Results

Office	2019	2022
Allen Park	No totals	9,392
Belleville	10,214	9,587
Dearborn Main	9,447	5,181
Dearborn Annex	22,619	13,905
Dearborn Heights	23,000	22,000
Teleford		
Dundee	2,680	2,680
Flat Rock	6,350	4,525
Grosse Ile	2,309	1,560
Inkster	4,600	1,400
Lincoln Park	10,500	13,000
Monroe	28,500	18,366

Northville	32,150	40,000
Plymouth	18,077	19,500
Rockwood	3,258	1,100
Taylor	27,000	19,493
Temperance	4,706	8,578
Trenton	9,725	9,425
Canton	21,318	11,400
Westland	23,613	22,438
Wayne	8,071	1,841
Ypsilanti	33,724	30,450
GRAND TOTAL	301,861 Lbs.	256,234 LBS.

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Thursday 9:00 a.m. - 7:00 p.m.

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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 Ghotemi
- ✓ 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 Ghotemi
- ✓ Marwan Ghotemi
- 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
- ✓ Ananias Epps
- ✓ Albert Gilliespie
- ✓ Cynthia Harris

Fund Contributors

- ✓ Katrina Jones
- David Lehman (R)
- David Marshall
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ David Rumley
- ✓ Edward Sikora (R)
- ✓ Aaron Toth
- ✓ Nakia Whitfield
- Canton**
- ✓ Joe Golonka (R)
- ✓ John Hite
- John Meleski (R)
- ✓ Bonnie Price (R)
- ✓ Ramon Robinson
- ✓ Tonya Rutledge
- Ypsilanti**
- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Nancy Cadorin
- Jennifer Currie
- ✓ Paul Debruyne
- ✓ Alan Grajczyk (R)
- ✓ Patricia Neeley
- ✓ Mark Obermiller

✓ Check mark indicates you are signed up for automatic contributions.
R = Retired members.

- ✓ Donovan Pettway
- ✓ Richard Rider (R)
- ✓ Dave Rowland
- ✓ Danita Hill
- ✓ Gregory Snead
- ✓ Paul Strauss
- ✓ Michael Tredway
- ✓ Ricco Wilson

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LCPF Disclaimer

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

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.

Remember the magic words --

“I WANT TO SEE MY STEWARD”



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Taylor, MI 48180



Annual Branch Picnic Sunday, June 26th

On Sunday, June 26, 2022, 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, petting zoo, pony rides, face painting, inflatables, lawn games and music. Food and drinks will be provided. 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.

Don't miss
all of the
FUN!

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



**Circle Sunday June 26th on your calendars
and make plans to attend!**