

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

January/February 2015

**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:**

March 4th, 2015

April 1st, 2015

(7:30 p.m. - Union Hall)

**Retirees Meetings:**

March 11th, 2015

April 8th, 2015

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

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## President's Report

### Term Ending Report

In accordance with Article 6, section 1 of the NALC Constitution for the Government of Subordinate Branches, I hereby submit the Branch's Term Ending Report. The following is an overview of the Branch operations for the last three years. I have also asked the Branch's officers to submit summaries from their areas of responsibility.

### Financial Report

When it comes to Branch finances the past three years have proven to be most challenging. Despite the lingering effects of the "great recession" and the impact it had on the economy and our employer, I am proud to report that we were able to weather the financial storm. Once again by using a disciplined budget approach to spending and avoiding unnecessary expenses, we ended this past term in a very strong financial position. We were able to have budget surpluses in each of the last three years and ended December 2014 with a balance of \$316,602.95. Heading into the new term our financial position remains very strong, with no outstanding debts, loans, or obligations.

### Membership

We start the new term with 797 active members and 368 retired members. The number of active members is down slightly from the last term ending report when we had 808 while the number of retirees has shown a marked increase from the 303 retired members during the last report. With the new Contract and with the provisions of the Das award which created the City Carrier Assistant position, the number of active members reported may be artificially low at this point as we await the processing of the latest batch of 1187's to be processed at the NALC National office.

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### Officers

President .....	Mark Judd
Executive Vice President .....	Walt McGregory
Vice President .....	Joe Golonka
Recording Secretary .....	Casey Pennington
Financial Secretary Treas .....	Cathy Tondreau
Sergeant at Arms .....	Scott Watts
Health Benefits Rep.....	Jim Powell
Retirees Officer .....	Leonard Zawisa
Trustee .....	Patricia Linna
Trustee .....	Tim Bailey
Trustee .....	Gloria Warthen
Editor .....	Leonard Zawisa
Branch Scribe .....	Joe Golonka
Web Site Design .....	Jim Hales
Injury Compensation .....	Joe Golonka



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

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

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

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

### Stewards

Belleville.....	Lynn Taylor
.....	Gregory Bodziak (alt)
Dearborn (Main) .....	Darryl Clay
.....	Ted Nowc
.....	David Richardson (alt)
Dearborn (Annex) .....	Melvin MacDonald
.....	Jacqueline McGregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights .....	Jim Hales
.....	Denise Viola
Dundee.....	313-295-1640
Flat Rock .....	Josh Zaas
Grosse Ile .....	Christopher Biegalski
.....	Kim Bumbul (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
Lincoln Park .....	Scott Watts
.....	Dave Reise (alt)
Monroe .....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Jim Holland
.....	Beth Maleszewski (alt)
.....	Bridgette Sams (alt)
Plymouth.....	Don Oziemski
.....	Heather Childers
.....	Bob Venning (alt)
Rockwood.....	Gloria Warthen
Taylor .....	Michele Szafran
.....	Dawn Gable
Temperance .....	313-295-1640
Trenton .....	Casey Pennington
.....	Justin Cooper
Westland .....	Walter McGregory
.....	Katrina Jones
.....	Dawnyelle Courc
Canton.....	Samantha Hales
.....	Lois Fritz (alt)
Ypsilanti .....	Mike Tredway
.....	Paul Bordine
.....	Tanisha Payne (alt)
.....	Alan Grajczyk (alt)
.....	Rick Rider (alt)

### Address Correction Requested

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

**Call 313-295-1640**

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**Presidents Report****Capital Improvements**

We had only one major capital expenditure during the last term that needed to be addressed. In October 2014 we replaced the shingles/roof on the building. Along with the roofing we had new vent pipe flashings installed along with ice and water shield material near the eaves of the roof area. The gutters and downspouts were also checked and sealed where needed. With the preventive maintenance performed, I do not anticipate any further work will be needed on the roof or gutters in the new term. We have a five year warranty on the work performed and the manufacturers 30 year warranty on the shingles. We continue to maintain a rigorous schedule of routine maintenance and have avoided any unnecessary expenditures; doing the work in house when required. The building and grounds continue to be well maintained and are in good working order.

**Activities**

The Branch has continued its practice of having a yearly family picnic and fundraiser for the Muscular Dystrophy Association here on the Branch grounds. Interest in the picnic and other Branch activities continues to remain high with attendance increasing yearly for the many events scheduled. The NALC's national charity MDA continues to be our main focus. During the past three years the Branch has also seen a renewed interest by the membership in the many activities /fundraisers we sponsor on behalf of MDA.

While new state regulations regarding the licensing of charity "poker rooms" have now made it nearly impossible to comply with the reporting requirements to obtain one, the lost revenue has been more than made up over the last two years by an increasing amount of participation in our other MDA activities such as the Bowl-a-thon, the Satchel Drive, calendar sales, picnic raffles, and the canister drive. In fact last year we set a new Branch record for mon-

ies raised for MDA (\$8015.76)! During the last three year period we also set a Branch record for monies collected on behalf of MDA (\$20,770.06).

We continue our participation in the annual Labor Day parade. Depending on related activities and or guest speakers, the attendance at the last two has varied greatly. Over the past three years we have averaged 25-30 members in attendance. Our efforts on behalf of the Food Drive also continue. With the economy finally starting to turn positive, the Branch showed a marked increase in food collections in 2014 with 348,163 pounds collected. This was an increase of over 71,000 pounds from the prior year, and it gave us a three year total of 902,587 pounds.

**Retirement**

Our Branch continues to offer assistance to our members who are looking into retiring, and to those who are ready to call it a career. Needless to say, the last three years have been very busy. During the 2012-2014 time period we once again fielded hundreds of calls regarding retirement and retirement related issues. With the brutal winter weather of 2013/2014 still fresh in the minds of every city letter carrier, 36 members chose to retire in 2014. Over the past three years we have assisted 91 members in retiring. That number is up over 20% since my last term ending report. Any member in good standing is eligible to receive help from the Branch when making this important decision.

**OWCP**

Our Branch also continues to offer assistance to our members who have OWCP/Injury Compensation claims and questions. This long standing Branch practice of helping our injured members with their claims has also proven to be very popular and invaluable. Over the last three years more than 135 members have received direct help with their claims, and the Branch provided answers and assistance with hundreds of other inquiries concerning the often complex injury compensation process. The estimated

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**Presidents Report**

OWCP wage compensation returned to our members over the past three years is well over \$800,000. Reminder, you must be a member in good standing to be eligible for this important benefit.

**Contract Enforcement**

The past three years have also proven to be a very busy time for our Branch Stewards and Step A Designees, with over 2400 grievances being filed. Of the 2400 grievances that were filed, 713 were appealed to Step B of the Dispute Resolution Process (DRP). The Branch continues its commitment and support of our stewards and Step A Designees by providing them with the necessary training and resources to do their jobs on behalf of the membership. As I have said many times, their commitment, dedication, and motivation are truly an asset and resource to the Branch and its members. In closing, while this last term has been challenging at times, I am proud to report that Branch 2184 has proven it was up for the challenge. It has been my pleasure and honor to work for and with each and every one of you. I am extremely proud of what we have accomplished together and look forward to leading this great labor organization for the next three years.

-- Mark Judd  
President

## EVP's Report

**Safety**

While Branch 2184's delivery area hasn't seen record snowfall this year like in the Boston area, we are experiencing and have experienced record cold air temperatures. As letter carriers, it is our job to be outside in the cold temperatures while working. Please make sure that you are protecting yourselves by dressing in layers and by covering all exposed areas of skin. It doesn't take long for frostbite to occur. Also be sure to take the time you need

while working in these extreme cold conditions. Additionally, make sure that you are informing your supervisor on your PS 3996 in the morning that you anticipate being longer in the field because of all that ice under the snow and the time necessary for you to warm after delivering loops.

Remember, safety starts and ends with you. Ask your supervisor for ice cleats if they haven't already provided them to you. If there are any questions or concerns about delivering in these extreme cold temperatures, see your steward or your safety captain, or call the Branch 2184 union office at 313-295-1640.

**Uniform Bank**

We need all types of letter carrier clothing to be donated to our uniform bank. The demand for winter clothing is at an all-time high right now with weather conditions being as cold as they have been. Active carriers, retirees, and veteran CCAs, if you have uniform clothing that has been gently used and you can afford to donate it, please do! There are new CCAs coming in to work every day that don't have the proper gear to go out in these extreme temperatures. If you would like to make a uniform donation, just bring the clothing to be donated in and give it to your shop steward. He or she will bring it to the Union office. You can also stop in at the Union office on your NS day and have a cup of coffee with the Branch officers that are scheduled that day. You will get a mention in the next Branch 2184 Speaks for your uniform donation. Thanks to all the retired and active letter carriers that have participated in our uniform bank thus far and thanks in advance to those who will participate in the future.

**Customer Connect**

I recently gave a service talk about Customer Connect in the Inkster Post Office on Friday, February 13. What was unique about the timing of my service talk was the fact that Officer in Charge Chris Baker was passing out paychecks right before he turned the floor over to me. I got a chance to share the importance of Customer Connect with our union

brothers and sisters at the Inkster post office. I informed them that the check that they had just received was a direct result of the success of Customer Connect.

I went on to explain that back during our previous Labor Contract, then NALC National President Bill Young used Customer Connect as a very important tool when opening Contract Negotiations. The more money the program has in it, the better the negotiating tool that our current National President Fred Rolando and his team has when it comes time for new Contract negotiations. The program now has generated \$1.9 billion in Customer Connect revenue, and it is projected that we will reach the \$2 billion mark this year.

Imagine, brothers and sisters, if every active and retired letter carrier submitted at least one lead. The potential new revenue for our employer could be in the tens of BILLIONS. It could happen, and it starts with you. So when you see the UPS or Fed Ex truck on your route delivering packages, make a note of it when you get to that house. Then, turn that information in to your Customer Connect coordinator or supervisor. They will put the information in and follow up with you.

Even if that lead doesn't turn into a sale, you may still receive credit for your office because of carrier participation in the program. If enough carriers turn in a lead, your office may still win a breakfast on the Detroit District as part of the program. The way this works is that all levels of offices compete against one another in carrier participation. For example, the Inkster Post Office is a level 21 office. Plymouth is also a level 21 office. Whichever office between the two has the most leads turned in a Postal quarter would win the breakfast.

Let's take Customer Connect to new heights. Let's take the program to over 2 BILLION Dollars!

## MDA Bowl-a-Thon

On Sunday, March 22, Branch 2184 will once again face off with our union brothers and sisters from NALC Branch 1 in our annual Bowl-a-thon to benefit the Muscular Dystrophy Association.

Branch 2184 has captured the fundraising title for the past two consecutive years and we need YOUR assistance to make it three straight. The fun begins at 12:00 p.m. at Cherry Hill Lanes on Inkster Road north of Cherry Hill Road in Dearborn Heights. Just \$50 for MDA gets you three games of 9 pin no-tap bowling, pizza and pop. There will be prizes for our top individual fundraisers. Additional family members or friends can bowl for just \$15 each. See your steward or contact the Branch 2184 office for pledge sheets or more information. See you there!

*In unionism,*

-- *Walter McGregory*

*Executive Vice President*

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## VP's Report

Greetings and salutations to my Branch 2184 Union Brothers and Sisters. By note of introduction, my NALC Union career began in the Plymouth post office in 1973. Richard Nixon was still United States President, the Vietnam conflict was slowly winding down, and the golden age of rock and roll was beginning to morph into mindless disco music. I was only 20 years old and "didn't know what I didn't know" – although I soon found out. In those days the Plymouth office was a single office NALC Branch known as Branch 1794, although we merged with Branch 2184 just a few years later. Those of us hired during the early 1970s were immediate beneficiaries of the legendary March 1970 postal strike by courageous letter carriers throughout many parts of the United States, including those in Branch 2184. "*Carriers in a Common Cause*" – the official history of the NALC, features an iconic picture of striking Dearborn letter carriers.

At that time the core duties of a letter carrier involved the routing and delivery of mail - just as is still the case. However, many of the work methods utilized for both tasks were very much different. For example, all mail was addressed and cased (no unaddressed "3<sup>rd</sup> bundles"); letter size and flat sized mail

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## VP Report

was worked into separate cases, and no more than two bundles of mail (one letter bundle and one flat bundle) was taken to the street for delivery. Flat-sized sequenced ad mail was collated with the other flat mail in the office. Machine-sorted DPS letters were still more than two decades into the future. Typically, a route could have 3 to 4 hours of just office time. On the other hand, casing up to several thousand pieces of mail each day prior to delivery could be quite tedious.

Professionalism, courteous customer service, and accuracy of delivery were strongly emphasized over speed during those days, in stark contrast to the numbers-obsessed mantra of 21<sup>st</sup> Century postal management. Perhaps the most ironic example of philosophical change by USPS management since that time is this - walking on customer lawns was strongly discouraged and carriers could even receive disciplinary action for doing so. In the current version of the Postal Service letter carriers can receive disciplinary action for NOT walking on lawns!

Since the early 1970s I have remained active in service to our members as a station shop steward for 24 years in Plymouth, Westland, and Canton, and also as a Branch 2184 officer in various capacities beginning in 1978, when first elected as Administrative Vice-President (the name of that position was subsequently changed to Vice-President). I have also had the opportunity to serve Branch 2184 as Executive Vice-President and a Branch Trustee, and even filled in briefly as Recording Secretary. During this time I have had the privilege of attending 19 NALC National Conventions and have been involved to a greater or lesser extent in 18 Branch 2184 Officer/Steward elections. Along the way I worked as an active letter carrier for more than 36 years and also earned Bachelor of Arts and Bachelor of Science degrees from The University of Michigan as well as a pastoral ministry diploma from Sacred Heart Seminary in Detroit.

My greatest source of personal satisfaction during these past four decades has been my involvement in the preparation, presentation, or appeal of

more than 20,000 grievances, as well as assisting hundreds of members with injury compensation-related issues. Most of my battles have been with USPS management, although at times I have also clashed with those who have brought self-serving personal agendas or feelings of entitlement to our business of union representation. For the past eight years I have served as Director of Education for the Michigan State Association of Letter Carriers (MISALC), and have had the opportunity for many years to serve as an instructor at Union training functions sponsored by the NALC National Business Agent's office and by our State Association. Now, after almost 42 years in the union business it seems that I'm still not quite ready to call it a career.

During the next three years I intend to work closely with Branch President Mark Judd, Executive Vice-President Walt McGregory, and all of our officers and stewards to help ensure that Branch 2184 continues our long established tradition of outstanding contract enforcement as well as providing topflight membership services. Our ambition is always to become even better at everything that we do. In that regard, I will especially be focusing on two specific areas.

The first will be an increased level of mentoring and teaching to ensure that our Branch leadership remains strong for many years to come. I have often referred to the 1980s and 1990s as a golden age of Branch 2184 contract enforcement and leadership talent, as many of our current veteran officers and stewards "came of age" in the union business during those years. However, I now believe that we have also been experiencing a second golden age of new and upcoming leadership. These millennial (since the year 2000) Union men and women are truly our future, and it is a bright future indeed.

I also intend for this mentoring and teaching project to encompass more than just our current and future officers and stewards. For example, I have brought back the "Contract Corner" feature to our Branch publication. The questions and answers chosen will reflect our efforts to provide all members with accurate Contractual information concerning many workplace issues and work rules, as well as

seeking to dispel many common myths.

Another area of special focus during the next three years will be to increase our membership's involvement and participation in Branch-sponsored functions and events. In addition to our already highly successful annual family picnic, there are numerous other events and opportunities each year for each of our members to show their Union solidarity. One of the duties of the Branch 2184 Vice-President as defined in our Bylaws is to see that the decisions of our Executive Board are carried out. I intend to actively pursue that responsibility, especially in regards to Branch activities.

Branch 2184 and the entire NALC have begun a new calendar year with a daunting political reality staring right back at us, as both the United States House of Representatives and the United States Senate are firmly under the control of political interests that have compiled a lengthy record of hostility and disrespect toward the United States Postal Service, unionized Federal employees, and all of Organized Labor. Given this reality, I will close this article with a reminder that effective Union representation always means telling our members only what they *need* to hear, and not what they *want* to hear.

Many people, including some letter carriers, only find truth in what fits their preconceived beliefs, no matter how misinformed. Your union's job is not to validate misinformation, but only to provide a fact and reality based assessment and strategy in response to all matters, both contractual and political. In the immortal words of Sergeant Joe Friday from the old television series "Dragnet" – "just the facts, ma'am."

Finally, it is pointless to conduct a post-mortem or analysis about how the USPS and its hard-working letter carriers got into this politically perilous situation. In fact, there is only one question that will really matter once the inevitable attacks on your job and your family's standard of living begin again, and it is certain that they will. Very simply - what are YOU going to do about it?

-- Joe Golonka  
Vice President

## **TERM ENDING REPORT BRANCH 2184 INJURY COMPENSATION ASSISTANCE**

During the past three years (January 2012 through early December 2014), Branch 2184 has assisted approximately 135 members with issues involving on-the-job traumatic injuries (OWCP form CA-1) and job-related medical conditions (OWCP form CA-2). We are able to document at least \$820,000 in wage compensation paid to members that have sought the union's assistance during this period. This assistance has ranged from helping with initial claims development and documentation to formulating successful appeals of claims that have initially been denied by the Department of Labor's Office of Workers Compensation Programs (OWCP).

One consequence of the exceptionally severe winter season of 2013-2014 was a significant increase in the number of injuries incurred by our members. Some of these were quite serious injuries with resultant long term medical issues and work restrictions. Despite a relatively quiet start last December, the current winter season has since nearly matched its predecessor in terms of persistently harsh and dangerous delivery conditions. Unfortunately, January and February 2015 have again seen a marked increase in reported on-the-job injuries by Branch 2184 members.

Common problems and issues reported by our members have (as usual) involved improper or inappropriate delays or other management-related obstruction with initial injury reports, medical care, and claims submission. Because of management's contractually mandated responsibilities regarding injury compensation procedures, at times it has also been necessary to utilize the work of our stewards and the grievance procedure when management was at fault for the problem(s). Still other OWCP issues have involved medical billing problems, although fortunately this has become less of a problem during recent years.

During the next three years your Branch lead-

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ership intends to not only continue our level of member assistance with injury compensation issues, but also increase our involvement through training, mentoring, and the development of an OWCP "Toolkit" for all of our frontline Contract enforcers – your stewards – to use during the initial stages of a traumatic injury involving one of our members. Taylor Steward Michele Szafran has agreed to assist Branch President Mark Judd, Executive Vice-President Walt McGregory, and me in developing this "Toolkit."

-- Joe Golonka

*Branch 2184 Injury Compensation*

## A Small Price To Pay To Help Save Our Postal Service

By now most of you have received, and hopefully have read, the February issue of *The Postal Record*. If you haven't had a chance to read it yet, I highly recommend pages 18 & 19. You will find the majority of this issue is devoted to our political action fund known as COLCPE. If you are like most American citizens, you are only peripherally involved in politics, and that's okay. But for letter carriers and their families, we need to be much more involved if we are to rescue the USPS from itself and from Congress. Contributing to COLCPE is the easiest and most important way to support members of Congress who will stand up for us. Signing up to contribute under the "Gimme 5" program is quick and easy, only \$5 per pay period for active carriers, or \$5 per annuity payment for retired carriers.

Currently, our NALC Congressional District Liaisons are busy contacting our representatives asking for their support on two critical resolutions that were introduced in the new Congress. One is House Resolution 12, which calls on Congress and the Postal Service to take all appropriate steps to continue six-day mail delivery. The other is House Resolution 28, which protects door delivery for all business and residential customers.

Most recently there has been another resolution introduced in the House of Representatives, House Resolution 54, expressing a sense of Congress that the Postal Service should take all appropriate measures to restore the service standards that were in effect as of July 1, 2012. This year, as of

January 5, the USPS implemented Phase 2 of its "Network Rationalization Plan" resulting in further service reductions, ahead of a plan to close or consolidate 82 mail processing plants nationwide by the end of 2015.

There has never been a greater need for participation in COLCPE. There is much work to do to save our Postal Service, our jobs, our pay, our benefits and our way of life. I would like to thank everyone that is motivated to contribute, and those already doing so. There are three easy ways to sign up to donate to COLCPE. You can call NALC Government Affairs Department at 1(202)393-4695, or call our Branch 2184 Office at 1(313)295-1640, and one of our officers will sign you up on the spot. Or, if you go to [nalc.org](http://nalc.org) you can sign up online using the link available on the right hand side of your screen. If you do go to the NALC website, consider also signing up to be an E-Activist to join fellow letter carriers in their efforts in contacting our representatives in Congress when asked.

-- Patricia Linna

*NALC Congressional District Liaison*

To NALC Branch 2184

Thank you for awarding me one of your scholarships. I was elated and appreciative to learn that I was chosen as one of your recipients this year. By awarding me with this scholarship, you have helped lighten my financial burdens and will allow me to focus more on my studies as I work toward a Geosciences degree at Western Michigan University. Again, you have my sincerest thanks for bestowing me with this honor.

Sincerely,

-- Raymond Powell (Son of Dearborn Heights retiree James Powell)

To My Fellow Union Brothers and Sisters;

I wish to extend my gratitude to the union brothers and sisters that put their trust in me and voted in the recent Branch Election, making it possible for me to serve another term as Trustee for Branch 2184. I look forward to continuing to work with our current officers in representing the interest of all our members.

-- Patricia Linna Branch 2184 Trustee





# COME HAVE A BALL!!

## NALC BOWLING

## FUNDRAISER FOR MDA

Branch 1 vs. Branch 2184



**SUNDAY, MARCH 22nd at 12:30 PM**

CHECK IN BEGINS AT 12:00 PM

**Cherry Hill Lanes**

300 North Inkster Road

Dearborn Heights

313/278-0400

**Fundraise a minimum of \$50 and receive**

- 3 Games of 9 Pin No-Tap Bowling
- Pizza and Soda
- Shoe Rental

**Prizes will be given to those that raise:**

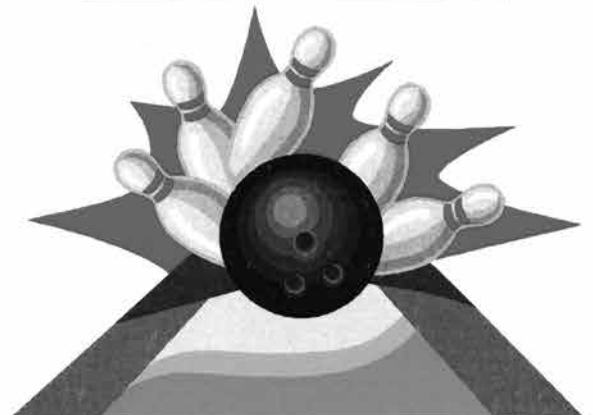
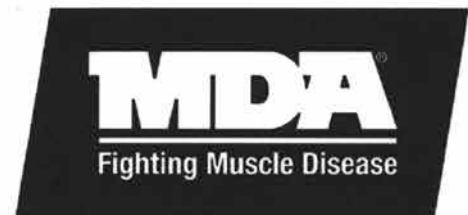
\$100 Receive a T-shirt

\$250 Enter into drawing for \$100 Visa  
gift card and T-shirt  
(one winner)

\$15 fee per additional bowler

For additional information,  
contact your Branch President or  
Robin R. Rhea, MDA at 734/416-7076

**"DELIVER THE  
CURE" BOWL**



## Contract Corner:

**Q: My supervisors have been harassing me and I want to use my phone to make video and audio recordings in order to document their behavior. Can I do this?**

**A:** In a word – NO. The relevant USPS regulations regarding this issue are found in the Employee and Labor Relations Manual (ELM) section 667.21 "Interception of Oral or Wire Communications by Postal Employees. *Prohibition: During the course of activities related to postal employment, postal employees may not record, monitor, or otherwise intercept the oral or wire communications of any other person through the use of any electronic, mechanical, or other device, nor listen in on a telephone conversation, nor direct another to do so, unless all parties involved in the communication are made aware of and consent to such interception.*"

Thus, it is clear that USPS employees may not conduct any kind of audio or video recording while on the clock, unless all parties involved are aware of and have consented to allow this. It is quite unlikely that such permission would be granted by the supervisors referenced in the question, or by other USPS employees. Of note, the applicable Postal Service regulations do grant a specific exemption to Postal Inspectors and Office of Inspector General (OIG) agents regarding the prohibition of surreptitious recording of employees, as long as the Inspectors or OIG employees are engaged in their official duties.

Finally, these same regulations ALSO prohibit supervisors from placing calls to or from an employee on speakerphone without first obtaining the employee's permission. This is a common management practice and if a letter carrier determines that he or she has been placed on speakerphone by management without first providing consent, he or she should immediately advise the caller to take them off speakerphone. If a management representative refuses to do so, advise them that you will need to see your steward ASAP to initiate a grievance.

**Q: I just became a career regular carrier and want to sign an Overtime Desired List, but I am not sure what each list means. What do I need to know before signing?**

**A:** Letter carriers desiring to volunteer for overtime work have two options, which are the Regular Overtime Desired list and the Work Assignment Overtime Desired list. The negotiated Contractual work rules for overtime work are found in Article 8 of our Collective Bargaining Agreement. Those wishing to sign either list or move from one list to the other may do so during the two weeks immediately prior to each USPS calendar quarter, which means the signup periods are the last two weeks of March, June, September, and December. However, A National Memorandum currently in effect (M-01836) allows branch presidents and installation heads or their designees to mutually agree to allow employees transferring from another installation OR that are converted to full time following these sign-up periods to place their names on the regular overtime list or the work assignment list. Our current practice, after consultation between Branch President Mark Judd and the affected installation heads, is to allow overtime list signups made under the specific circumstances defined above. Of significance, the overtime desired lists have often been referred to as a "10-hour" list and a "12-hour" list, but this is quite incorrect. There is no such thing as either of these; instead as noted above, there is only a Regular Overtime list and a Work Assignment list – period.

Signing the Regular Overtime list means that you are making yourself available for any overtime work on any assignment at any time, up to 12 total work hours a day. This also includes work on non-scheduled days. Those signing this Regular Overtime List can indicate a preference for 10 or 12 hours of daily work; *however this merely a preference.* Those signing any overtime list are always considered available for up to 12 hours a day. Management is obligated to provide equitable overtime hours and opportunities for those on the Regular List. However, this obligation is quarterly in nature, and management has no obligation to assign overtime work in an equitable manner on a daily, weekly, or monthly basis. Additionally, craft seniority is not a factor when assigning overtime work; those signing the regular list are always considered available to perform any overtime work on any assignment.

The other option for overtime work is the Work Assignment list. Those signing this list are making themselves available for overtime work only on their regularly scheduled assignment (up to 12 hours) and on their regularly scheduled days. This

specifically excludes work on non-scheduled days. Additionally, management has no obligation to provide quarterly equitability among those that have signed the work assignment list.

**Q: I was recently forced to work my day off before a holiday. I am not on the Overtime Desired List and management did not maximize the ODL when making the schedule for that day. Do I have a grievance?**

**A:** Most likely there is not a Contract violation in this situation because the schedule for the day in question was created under the "Holiday Schedule" provisions of our National Agreement (Article 11) and the negotiated "pecking order" for holiday schedule work that is found in Item #13 of our Branch 2184 Local Memorandum of Understanding. Although *in non-holiday schedule situations* management is obliged to follow the Contractual rules regarding the assignment of overtime work which are found in Article 8 of the National Agreement, holiday schedules are formulated *only* in accordance with the provisions of Article 11 and Item #13 of our LMU as noted above.

The provisions of Article 11 do require management to excuse as many fulltime letter carriers as possible, even if this requires the payment of overtime. However, this does not allow for or oblige management to first schedule Overtime Desired List employees instead of following the negotiated "pecking order" for creating a holiday work schedule. What this means is that when a holiday schedule is initially created, the ODL is not considered in any manner. However, if on the actual day of the holiday schedule the need for additional overtime work arises, the ODL should then be utilized in the manner which is normally required. Finally, management does make errors at times when creating holiday schedules. Any letter carrier who feels that this has occurred should immediately notify their steward so that this can be investigated.

## Attend Your Branch Meetings

7:30 pm @ the Union Hall

6969 Monroe  
Taylor MI. 48180

## Financial Secretary Treasurers 2012-2014 Term Ending Report

During the past three years Branch 2184 financial obligations have been met in a timely manner. All required yearly and monthly financial reports have been completed and submitted in a timely manner. All branch assets have been fully accounted for by the trustees during the six audits they have done. In the past three years I have been working with them to make sure the property and finances have been kept in order and balance. I expect the branch to be able to maintain its strong financial position in the next three years.

-- Catherine Tondreau

*Financial Secretary Treasurer*

<b>Report for 2012</b>	
<b>Savings-Assets</b>	
Checkbook balance	97,254.77
Convention Account	6,446.76
D&R Account	3,711.96
Savings Account & CD's	189,494.93
<b>Total Assets</b>	<b>296,908.42</b>
<b>Report for 2013</b>	
<b>Savings-Assets</b>	
Checkbook Balance	71,208.83
Convention Account	13,764.86
D&R Account	2,852.42
Savings Account & CD's	224,540.14
<b>Total Assets</b>	<b>312,366.25</b>
<b>Report 2014</b>	
<b>Savings-Assets</b>	
Checkbook Balance	79,062.60
Convention Account	11,011.26
D&R Account	1,666.75
Savings Account & CD's	224,862.34
<b>Total Assets</b>	<b>316,602.95</b>

# COLCPE Contributors

## Belleville

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

## Dearborn Main

- ✓ Darryl Clay
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Patricia MacDonald
- ✓ Carol Macieczni
- ✓ Ted Nowc
- ✓ Robert Panchenko
- ✓ David Richardson
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey
- ✓ Michael Bergin (R)
- ✓ Peter Borella (R)
- ✓ James Bryant
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Mark Judd
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick Lelental
- ✓ Melvin MacDonald
- William Mather (R)
- ✓ Jackie McGregor
- ✓ Rosemary Miller
- ✓ Karen Regentik
- Brian Rodden (R)
- ✓ Darren Smith

- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)
- ✓ Steven White

## Dearborn Heights

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

## Dundee

- ✓ Chatrina Gensler
- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

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

## Inkster

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

## Lincoln Park

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

- ✓ Ronald Hausch

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

## Monroe

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

## Northville

- Betty Karsten

## Plymouth

- ✓ Heather Childers
- ✓ James Crossey
- ✓ Mary Ferrari (R)
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce
- ✓ Kristie Nelson
- ✓ Ricky Rosales
- ✓ Robert Venning

## Rockwood

## Taylor

- ✓ Patricia Davis (R)
- ✓ Roger Gilliam
- ✓ James Kelly (R)
- William Lowe (R)
- ✓ Frances McGuckin (R)
- ✓ Walter Modelski (R)
- ✓ Bob Parisi
- ✓ Bob Sedore (R)
- Anthony Santy (R)
- ✓ Irene Sly (R)
- ✓ Michele Szafran

- Jeanie Youtsey

## Temperance

- ✓ Kari Guthrie

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Colette Graves
- ✓ Gwen Heffinger (R)
- ✓ Dennis Lucas (R)
- ✓ Casey Pennington
- ✓ Gary Ritchie

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Lori Boljesic
- ✓ Veronica Chambers
- ✓ Michael Chevillot
- ✓ Wanda Clark
- ✓ Dawnyelle Coure
- ✓ Ted Gagnon
- ✓ Albert Gilliespie
- Katrina Jones
- David Lehman (R)
- David Marshall (R)
- ✓ Walter McGregor
- John Meleski (R)
- ✓ Ladonna Miller
- ✓ Marie Shannon
- ✓ Edward Sikora
- ✓ Carol Thornton
- ✓ Raymond Tobin

## Canton

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

## COLCPE Contributors

### Ypsilanti

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

✓ Michael Tredway

### GIMME 5



Protect your job "Join COLCPE today!"

Call 313-295-1640

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

Committee On Letter Carriers Political Education (COLCPE)

## 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.

Thank you to **Patricia Linna** (Plymouth Retired), **Dave Smith** (Dearborn Annex), **Michele Szafran** (Taylor), **Linda Lamb** (Taylor Retired), **Bob Kraus** (Dearborn Main Retired), **Michele Manley** (Westland), **Mike Bergin** (Dearborn Annex Retired), **Tom Miller** (Plymouth Retired) for their donations.

Lets make our new members feel welcome.

For more information call -- 313-295-1640

# Allie Brothers Uniform Store

"Family Owned and Operated"

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

#### HOURS

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

- ◆ **WE GUARANTEE YOUR SATISFACTION**

1-248-477-4434

• 1-800-35-ALLIE

20295 MIDDLEBELT ROAD

LIVONIA, MI 48152

(3 blocks south of 8 mile)

www.alliebrothers.com

## Branch Audit Report

On Wednesday, January 21, 2015 Branch 2184's Trustees conducted an audit of the Branch finances and property. In accordance with our Branch Bylaws and applicable Federal Law, such audits are conducted twice yearly.

A thorough inspection of all Branch inventory in our building and storage unit found that everything was properly accounted for and documented. A thorough review of all Branch financial records, wage and expense vouchers, disbursements, and authorized expenditures found that each item had been properly documented and that all payments were made strictly in accordance with required procedures.

The next Branch audit is scheduled for July, 2015.

-- *Patty Linna*  
-- *Gloria Warthen*  
-- *Tim Bailey*  
*Branch 2184 Trustees*

**OUR ADVERTISERS ARE  
YOUR FRIENDS.**

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

### The Weingarten Declaration

.....  
: "If the discussion I am being asked to enter :  
: could in any way lead to my discipline or ter- :  
: mination or impact my personal working :  
: conditions, I ask that a union steward, repre- :  
: sentative or officer be present. Unless I have :  
: representation I respectfully choose not to :  
: participate in this discussion." :  
: .....

Keep in mind if you do not **RE-**  
**QUEST UNION REPRESENTATION,**  
then you are considered to have waived this  
valuable right.  
: .....



# Brookfield® Uniforms

Serving the Postal Industry for Over 40 Years

## Support the Company that Supports Letter Carriers

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

### Contact Your Brookfield Representative!

**Robert Kreager**

Branch 2184 Retired

1802 Ford Blvd. Lincoln Park, MI 48146-3956  
313-386-0527 (voice) 313-386-4037 (fax)

# Retiree's Report

Branch 2184 has been providing expanded retirement assistance ever since the Postal Service discontinued local retirement counseling. In the past three year term 95 members have retired and in excess of 200 members have been provided assistance by appointment or by phone.

The following is basic information you will need to determine your retirement eligibility.

## Eligibility for CSRS Retirement

<u>Optional</u>	<u>Age</u>	<u>Service (years)</u>
	62	5
	60	20
	55	30

## Eligibility for FERS Retirement

<u>Immediate</u>	<u>Age</u>	<u>Service (years)</u>
	62	5
	60	20
MRA		30

MRA = Minimum Retirement Age

Year of birth determines MRA - Example: (If you were born in 1953 through 1964 your MRA is age 56. Years after 1965 increases your MRA.

If you meet the age and years of service requirements listed above, you are eligible for a CSRS Optional or a FERS Immediate retirement. Booklets have been prepared and updated to provide CSRS and FERS carriers with answers to their retirement choices and decisions. Both booklets are available at the Branch.

Follow the below steps to insure a trouble free retirement process.

At least **one year** prior to retirement:

Request an annuity estimate, which will help in personal financial planning. This computation will also aid in making decisions about waiving military pay, and paying deposits or re-deposits.

Apply to make any deposits for civilian and post-1956 military service if applicable or find out how such service would be credited if deposits are not made.

**90 days** prior to retirement:

1. Request retirement paper work (Blue Book) from Shared Services (1-877-477-3273 Option 5) 90-days prior to planned retirement date.

2. Fill out retirement application (Blue Book). If you need assistance or are confused by any decisions you have to make you can contact the Union Office for assistance. Help will be provided by phone or an appointment can be made to meet with the Retirees Officer at the Branch.

3. Call Shared Services for an individual phone counseling appointment 60 days prior to your retirement date. Phone counseling can be held at the Post Office on the clock, at your home or if you prefer at the union hall with the assistance of the retirees officer. At home or the union hall would be on your own time. The Shared Services counselor will go over your Blue Book with you line by line.

4. Remove completed pages from Blue Book, make copies for yourself and mail to address listed in book. Retirement date is your last work day.

Branch 2184 provides assistance to any member, in good standing, involving any aspect of the retirement process. Just call the Branch office or notify your steward that you want the union's assistance.

-- Leonard Zawisa  
Retirees Officer



65 year member Elmer Balko (Northville)  
and wife Ruth with his 50 year Gold card and  
60 year pin

### Food Drive 2015!

The 23<sup>rd</sup> Annual NALC Food Drive is fast approaching. We are still looking for food drive coordinators in some of the offices. If you are interested in being a coordinator, contact your Steward or the Branch (phone # 313-295-1640) to see if a coordinator is still needed for your office. Last year, Branch 2184 collected 348,163 pounds of food from our 19 offices. According to NALC headquarters, last year the food drive collected over 72 million pounds. We would like to surpass that this year, there is still a great necessity for this type of assistance for people in need. We know that letter carriers are up for the challenge; we know we can count on the letter carriers, rural carriers and the clerks to help out with this effort. If you would like to volunteer to help with the food drive, contact your stewards to find out who your coordinator is in your office to offer your help with the food drive this year. We would like to thank you in advance for all your help in the 23<sup>rd</sup> Annual Food Drive held on May 9, 2015.

-- Casey Pennington and Cathy Tondreau  
Branch Food Drive Coordinators



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

