



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

January/February 2017

**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:**

April 5th, 2017  
May 3rd, 2017  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

April 12th, 2017  
May 10th, 2017  
(12:30 p.m. - Union Hall)

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## President's Report

### News from the Nation's Capitol

On January 23, the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM) issued a memorandum regarding the federal hiring freeze instituted by President Donald Trump. The memorandum from OPM and OMB listed the U.S. Postal Service as one of the exemptions to the federal civilian hiring freeze.

On January 31, the House Oversight an Government Reform Committee Chairman Jason Chaffetz (R-UT) reintroduced the Postal Service Reform Act of 2017 (H.R. 756) and Stephen Lynch (D-MA) also a member of the Government Oversight Committee, reintroduced the Postal Service Financial Improvement Act (H.R. 760) both bills are very similar to the bills that were introduced in the last congress.

On February 7, NALC President Fred Rolando testified on behalf of all four postal employee unions (NALC, NRLCA, APWU, and NPMHU) before the House Oversight an Government Reform Committee. The focus of the committee and those testifying before it was the newly reintroduced Postal Reform Act of 2017 (H.R. 756) and the Postal Service Financial Improvement Act (H.R. 760). Rolando said "that the two bills have the essential elements needed to stabilize and fortify the Postal Service for years to come". He further testified that all four postal unions were urging the committee to adopt the legislation, with only some minor tweaking to the proposals. The two essential elements of the proposed legislation would provide relief to the retiree health pre funding burden, which in part would be achieved by maximizing participation in the Medicare program and investing the Retiree Health Fund in a way that would increase the rate of return in a more sensible fashion. The other key component of the legislation as proposed would be a partial restoration of the exigent rate increase that expired last year, which would provide revenues needed to stabilize USPS finances. Ultimately it is hoped that H.R. 756 is amended to include the provisions of H.R.760.

*(Continued on page 3)*

### Officers

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



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

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

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

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

### Stewards

Belleville.....	Gregory Bodziak
.....	Bryon Hendricks (alt)
Dearborn (Main) .....	Darryl Clay
.....	Ted Nowc
Dearborn (Annex).....	Melvin MacDonald
.....	Jacqueline McGregory
.....	Rose Miller (alt)
.....	Tom Klecha (alt)
Dearborn Heights .....	Jim Hales
.....	Denise Viola
Dundee.....	313-295-1640
Flat Rock.....	Lillian Bogosian
Grosse Ile.....	Christopher Biegalski
.....	Kim Bumbul (alt)
Inkster .....	Phil Ashford
.....	Thad Dillard (alt)
.....	Scherrie Lacey (alt)
Lincoln Park.....	Scott Watts
.....	Dave Reise (alt)
Monroe.....	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Beth Maliszewski (alt)
.....	Valerie Watkins (alt)
.....	Keshya Boudreaux (alt)
Plymouth.....	Heather Childers
.....	Bob Venning (alt)
.....	Kristie Nelson (alt)
.....	Tamara Bosman (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
Temperance.....	313-295-1640
Trenton.....	Casey Pennington
Westland .....	Walter McGregory
.....	Felicia Bryant
.....	Katrina Jones
.....	Vina Stacy (alt)
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

## Route Count and Inspection

On February 13, we received notification from the Detroit District that a formal route count and inspection has been scheduled for the Northville Installation beginning Saturday March 18. So far it appears that Northville is the only Branch 2184 installation scheduled for full route counts and inspections. In that regard we have scheduled a route inspection class for our Northville members to be held here at the Branch office Wednesday March 15, 2017 beginning at 6:30. Please make plans to attend this class so that you will be prepared for your route inspection. Signup sheets will be posted by your stewards so that we can get a count of the number of carriers attending the training.

## Bowl-a-thon V

The time is now! Let the contest begin! The date has been set and Branch 1 is looking for the upset as they have accepted our annual Battle of the Branches bowl-a-thon challenge. On Sunday April 23<sup>rd</sup>, 2017, we will again take to the lanes and battle for MDA supremacy against our cross town rival. Once again we need your help to defend our four year winning streak! The fun and games are scheduled to begin at 12:00 p.m. at Cherry Hill Lanes on Inkster Road north of Cherry Hill Road in Dearborn Heights. Raise \$50 for MDA and you get three games of 9 pin no-tap bowling, pizza, and pop. Each additional member of your family or friends can bowl for just \$15 each. The rules are simple it's not your score that counts – it's the amount of money raised through donations and pledges that determines the winner. Pack up the family and pick up your friends and join us for an afternoon of fun! For more information or to sign up see your stewards or contact the Branch 2184 office for pledge sheets or information. See you there!

-- Mark Judd  
President

# EVP's Report

## Requesting Light Duty

Management has taken the position in some of our Branch 2184-represented offices that if a letter carrier's doctor puts them on an eight hour a day/ forty hour a week work restriction, then the carrier must request "Light Duty" from the Installation Head. This is simply not true.

Article 13.2.A of the Contract states in part:

“Any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may **voluntarily** submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.”

The key word in the above provision is **VOLUNTARILY**. If you are instructed for any reason by management to request Light Duty work, ask to see your steward and file a grievance immediately. We have been successful at Step B of the Grievance Arbitration procedure in challenging this improper instruction by management.

## FMLA

The Branch 2184 office received a few phone calls from members confused about what having an approved FMLA case means. I will explain exactly what the coverage means.

FMLA stands for The Family and Medical Leave Act (FMLA) and it is a Federal law signed by President Bill Clinton in 1993 that entitles eligible employees to time off to care for a new child, to care for a seriously ill family member and for an em-

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**EVP Report**

employee's own serious medical problems. The detailed rules governing the FMLA are found in the Federal law and in the Code of Federal Regulations (Chapter 29 C.F.R. Part 825).

Furthermore, for postal employees, with the exception of military caregiver leave, the leave year begins with the first full pay period that begins in a calendar year and ends with the start of the next year. Up to twelve workweeks of annual leave, sick leave, continuation of pay, LWOP, or a combination of these, depending on the situation, may be used for FMLA-covered conditions. LWOP must be approved for a covered absence when requested by an eligible employee. The leave may be taken in a single block of time, in separate blocks, or intermittently depending on the condition and the medical necessity for the leave.

The FMLA requires employees to make a reasonable effort to schedule intermittent or reduced leave for treatment in a way that will not unduly disrupt workplace operations. Employees are ordinarily expected to consult with their employers prior to the scheduling of treatment in order to work out a treatment schedule which best suits the needs of both the employer and the employee.

Some carriers think that since they had an approved FMLA case that they actually got paid for having this coverage. However, that is not automatically true. You must have sufficient annual leave or sick leave to use with the coverage if you want the qualified covered days of your absence to be paid. Merely having the FMLA protected status or coverage doesn't equal automatic pay in the postal service unless you are using your own leave.

**MSP Scans**

We have been receiving quite a few phone calls at the union office asking if management could put additional MSP scans on their route. The answer is yes. If management wanted to put a MSP Scan on every stop on your route they could do so. It would just take you longer. We also understand that man-

agement has GPS, and that begs the question to why management even needs MSP scans. We don't have an answer for that. We can all agree that it probably is just a waste of postal money.

**Social Media**

Almost all letter carriers have access to or have some type of social media account. We want to encourage you to be careful about what you post on social media while on the clock. We have seen in the recent past letter carriers receive discipline for posting material on social media while on the clock. Management has a department at the Postal Service headquarters that monitors social media postings throughout the country. That department has acted when they observed things that were improper being posted about the Postal Service. Again, always exercise caution and always know that there may be someone watching your activity on social media while you are on the clock.

**CCA Uniform Bank**

Spring is just around the corner and our employer is still hiring CCAs. We would like to thank all the carriers active and retired who have donated to our uniform bank and made it a success. We still need your donations as more CCAs are coming in and shopping at the uniform bank, thus depleting the amount of uniforms we have at the hall.

To participate, bring you gently worn uniforms to the post office any workday and give them to your NALC steward, and he/she will make sure your donation gets to the hall. If it is your NS day or you are a retiree and you are in the area, stop by the Branch 2184 Union office and have a cup of coffee or a pop. One of the officers will be glad to assist you. As always, you will get a mention in the next newsletter for any uniform donation.

In Unionism,

-- *Walt McGregory*

*Executive Vice President*

# VP's Report

## Embracing Postal Reality in a Post-Truth World

*"Beware of false knowledge; it is more dangerous than ignorance." (George Bernard Shaw)*

In this year 2017 of the Common Era the United States Postal Service along with its active and retired employees is a unique institution among the hundreds of thousands of businesses both large and small in our nation. We are a storied part of our nation's past, pre-dating even the Declaration of American Independence from the British monarchy in July 1776. At the same time our Postal Service is a critically vital part of the current realm of United States commerce and economy, while poised to become the quintessential definition of a modern world delivery service. However, while the past is well-defined and is a matter of record, the future will be very much a matter of circumstances and events both large and small.

Even as America's public Postal Service strives to maintain its leadership in an ever more competitive world of modern delivery services, an ominous series of threats to the present and future well-being of its active and retired employees has manifested. Federal and postal employees have long been the targets of ideologically driven attacks from conservative and Republican political interests, who have a particularly virulent hatred of unions and unionized employees as well as opposition to worker rights in any occupation.

Our longer term success at fending off most of these legislative assaults has been the result of two separate but related factors. The first is an effective lobbying response by the NALC along with other postal and federal unions and our allies. The second has been a political firewall of sorts, in the form of veto power previously residing within the executive branch of government. However, that firewall no longer exists.

Emboldened by what they see as an ally (or at least a useful dupe) in the current United States

president, our political enemies in Congress have proposed and introduced legislation that attacks nearly every economic and workplace benefit and protection for federal and postal employees. This includes (but is not at all limited to) increases in employee retirement contributions with no concurrent increase in retirement benefits – a net pay cut for all active employees of as much as 5%. Other economic attacks include proposals to weaken the Federal Employees Health Benefit programs and to essentially render the TSP "G" fund as an all but useless investment option.

Of course, that's not all. Other GOP legislative initiatives are aimed directly at federal and postal employee unions, including proposals to eliminate the ability of federal agencies, including the Postal Service, to directly deduct dues from employee paychecks. Other legislation has been introduced that would make all new federal and postal employees "at will" employees – meaning that they could be fired or demoted at any time for any reason without access to union representation. There is much more to this ugliness, but you get the picture. However, despite all of this, the sky is NOT falling – at least not yet.

### The Value of Positive Activism

So what to do now? There are many useful and effective means of response, but first let's focus briefly on what not to do. Retreating, or even standing our ground but otherwise doing nothing, are useless and even counterproductive responses. Equally useless is just lashing out, no matter how dire the situation might be. Misdirected rage is never helpful, whereas anger that is channeled into positive action is nearly always of great value. Also remember that facts and truth are always upsetting to the ignorant, especially the willfully ignorant. However, belligerence and condescension will never change hearts or minds.

Instead, we can glean valuable insights from the results of last November's elections. It is a commonly stated and quite accurate axiom that we live in a "post-truth" 21<sup>st</sup> Century United States of America.

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**VP's Report**

It is clear that well-documented facts and evidence did not matter in the least to the voting decisions of millions of Americans, including some of our union brothers and sisters. False "information" planted for the sole purpose of deception became an accepted personal reality for many, and the widespread dissemination of so-called "fake news" planted by both domestic and foreign sources also had a huge impact on the outcome. In the not so brave new world of social media and the Internet, liars and cowards can and do hide behind their keyboards with near impunity.

So what should be taken from all of this? It is simply to always stay in the real world of actual facts and evidence and to never waste time or energy listening or responding to agenda driven and un-sourced information. When in doubt, take the time to fact-check! There is NOT always two "sides" to every story. Contrary opinions borne only of political agendas or wishful thinking are not the equivalent of documented facts and demonstrated truth. Beware of such false equivalence. Objective reality always exists.

Contrary to the Orwellian claims of the current administration and its ministers of disinformation, there is no such thing as "alternative facts." There is simply evidentiary truth and then there is everything else, more commonly known as falsehoods or outright lies. As a practical application, whenever anyone begins a sentence with the words "Somebody said..." or "I heard that..." a good personal practice is to immediately disregard the rest of whatever they have to say. Finally, always avoid engaging in any form of useless magical thinking. Only positive activism that proceeds from actual facts and reality can be effective.

Access to timely, accurate, and documented information is readily available at all times for every letter carrier. Choose your sources of information wisely and always begin with looking first to your union. If you have not already done so, download the NALC App on your smartphone. Be ready to

respond when called upon by your union to contact your Congressional Representatives and United States Senators or to assist with other means of response to harmful legislation and other threats. A concerted and positive response to legislative attacks has consistently been proven to be most effective, especially given the high level of public esteem for America's Postal Service.

As a closing thought, remember that things are seldom as bad as they initially appear, just as they are frequently not as good as they might seem at first. Ultimately what matters more is how we choose to respond to threats and challenges when they arise. Although the response of a single individual can seldom change the outcome, all of us working together can and will make the difference. In the words of Theodore Roosevelt; "Do what you can, with what you have, where you are." If each of us consistently does our part within our personal means to do so, the future for all active and retired letters carriers will be much brighter.

-- Joe Golonka  
Vice President

## **Branch 2184 Web Site**

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

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

### **Steward Resources:**

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

## Seatbelt Pledge

Twice a year the USPS Detroit District hosts a 'Big Meeting'. This meeting invites a management and an NALC representative from all level 21 offices and above in the district to a meeting that focuses on carrier safety. During the last 'Big Meeting' we focused on seatbelts due to the unnecessary injuries and deaths that resulted from carriers involved in motor vehicle accidents that weren't wearing their shoulder and lap belts.

The one specific case that hit home for me occurred in Ohio, where a 35 year old letter carrier collided with a dump truck in her LLV. She was ejected from the LLV but her driver's seat was in its original position and undamaged. She left behind 4 children ranging in age from 15 to 2 year old twins. Had she taken the second to fasten her safety belts she would be here to see her children grow up. Instead, those babies are growing up without their mother. As a mother, I wouldn't want to put my family in that situation.

By now, all post offices in the Detroit District should've had the safety talk on seatbelts and signed the seatbelt pledge. Although you didn't have to sign the pledge, as a safety captain and a member of the Detroit District Accident Reduction Committee (DDARC), I strongly recommend that you do.

The shoulder and lap belts should always be worn while the vehicle is in motion, even while doing mounted delivery. I know that it can be difficult when reaching for a mailbox or if you are vertically challenged, but the protection it gives you in the event of an accident is priceless. Remember, it's not only your life you are risking. It's the lives of your loved ones that are affected the most if you were to be killed or severely injured. It only takes a second to fasten your seatbelt.

If you won't buckle up for yourself or your family then do it for the money. The Employee and Labor Relations Manual (ELM) section 844.1 states "the amount of \$10,000 will be paid to the estate of any postal employee who, while in a pay-duty status,

sustains fatal injuries as the result of a job related motor vehicle accident, provided he or she is wearing the lap belt and shoulder belt when required and is not in violation of the traffic laws and postal policy at the time of the accident."

If your office has signed the seatbelt pledge, take a picture of your office with the signed pledge and send it to me at michele131313@msn.com. The DDARC would like to get those pictures on Postal Vision.

-- Michele Szafran

*Taylor Installation Steward*

*DDARC member*

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## Branch 2184 Death and Retirement Benefit Fund

We have recently lost some of our gold card members that did not have any one listed as their beneficiary. The branch has a Death and Retirement Benefit Fund that is paid to your beneficiary upon your death or to you when you retire. If you collect this benefit when you retire we also send a small donation to your beneficiary on your passing. But you need to make sure your D&R card has an up to date beneficiary. If no beneficiary is listed this donation goes nowhere. Make sure when you are retiring that you check here at the branch to see who if anybody you have listed. Other times to check this card is when you get married, divorced or when you move.

When you joined the Union you should have completed one, if you did not or need to make a change contact the branch or talk to your steward. Make sure you keep your address up to date with us.

Don't lose your benefit.

Keep your D&R card up to date.

In Solidarity

-- Catherine Tondreau

*Treasurer*

## **NEW OSHA RULES INCREASE WORKER PROTECTION AGAINST EM- PLOYER RETALIATION FOR INJURY REPORTS**

New regulations pertaining to employee injuries have been implemented by the United States Department of Labor's Occupational Safety and Health Administration (OSHA). The new OSHA rules have strengthened worker protections against employer retaliation following the report of a job related injury or a workplace hazard. This includes any form of "adverse action" taken by an employer, including disciplinary action.

The issuance of phony and retaliatory disciplinary actions against letter carriers that report job related injuries has long been a standard part of USPS management's response in many if not most instances. Although such bogus discipline is typically overturned rather easily through the grievance procedure, it is still a clear and transparently obvious attempt to dissuade employees from reporting job-related injuries as well as to "punish" those that do so.

Specifically, OSHA will issue a citation under section 1904.35(b)(1)(v) of Title 29 of the Code of Federal regulations "if the employer has taken an adverse action against an employee for reporting a work-related injury or illness, and the adverse action took place within six months for issuance of the citation." To issue a citation, OSHA "must have reasonable cause to believe that a violation occurs – in other words; that an employer retaliated against an employee for reporting a work-related injury or illness."

The new rules also prohibit drug-testing of injured employees as a form of retaliation. They also provide greater scrutiny concerning another common staple of USPS safety policy, which is so-called "safety contests." Such contests (i.e. x number of days without a reported accident or injury) are typically just thinly disguised attempts to pressure employees into not reporting job-related accidents and injuries by using coercive workplace social pres-

sure as a tactic.

Branch 2184's stewards have been provided with this information to use in grievances involving USPS management's frequent use of retaliatory disciplinary action following letter carrier reports of job-related injuries. Should you ever receive one of these bogus disciplinary actions, immediately request to meet with your station's NALC steward.

Finally, these new OSHA rules were proposed and adopted under the worker-friendly Obama administration. Given the long-established level of outright Republican contempt and hostility toward any aspect of worker rights and protections, it is all but certain that the current administration's appointees will attempt to weaken these rules or have them outright rescinded. However, until further notice the new rules ARE in effect, and we should use them accordingly.

-- Joe Golonka

### **Attention: Members Receiving OWCP Payments**

Branch 2184 members who are in a leave without pay status (LWOP) and that are receiving wage loss compensation from the Department of Labor (OWCP) are reminded that it is their responsibility to reimburse the Branch for payment of dues, per the provisions of Article 7, section 3(c) of the Branch Bylaws.

*"Members receiving or eligible to receive Federal Employee's Compensation shall not be delinquent until they are reimbursed by the Office of employees' Compensation or have returned to a pay status.*

*Upon such reimbursement or return to a pay status, all past dues shall become immediately due and payable."*

Additionally, per Branch policy, members not in good standing are no longer eligible to receive member services such as workers compensation and retirement assistance, until such time as dues reimbursement is made. Dues payments can be mailed to the Branch 2184 office or dropped off during business hours. Thank you for your assistance in this matter.



## Contract Corner:

**Q: Management said that I was required to tell them why I wanted to see my steward and that they could deny my request if they didn't think it was a grievance. Is that proper?**

**A:** Management's claims in this matter are very much improper and are contractually unsupported. Although nothing prohibits management from asking an employee the reason they are requesting to meet with a steward, employees are NOT compelled to provide a reason as a condition for granting time to meet with their steward. If the employee so chooses, he or she can provide a general description of the issue to management, but this is not mandatory under any circumstances.

Even more importantly, regardless of what management thinks about an employee's reason for requesting a steward, they have no authority to deny such requests based on their own self-serving opinions of "merit." Moreover, the determination of whether any matter is "grievable" or not, as well as the means of response is always the sole province and authority of the Union. Management has no say whatsoever in this process. Only the Union can and only the Union will decide the appropriate response to any employee complaint that is provided to one or more of our representatives, after investigating the facts and circumstances. Management, in this situation, is simply out of the picture.

**Q: I am on the Overtime Desired List. Management in my office has been giving overtime work to CCAs instead of utilizing letter carriers on the Overtime List. Is that proper?**

**A:** Yes, in nearly all instances it is contractually allowable for management to choose assign work to a CCA employee, even at the overtime rate, instead of assigning this work to an Overtime Desired List carrier. Always keep in mind that overtime work is NEVER guaranteed for any USPS employee. Sign-

ing an overtime list merely provides notification to management that an individual letter carrier desires to be considered for overtime work in the event that management determines this is necessary on any given workday.

If management does choose to assign overtime work to career regular letter carriers, then they must follow the rules for assigning this work that are set forth in Article 8, section 5 of the Collective Bargaining Agreement. These rules can be somewhat complex and have been developed over a period of several decades, but that is what your NALC station stewards are there for – to ensure that overtime work is assigned in the contractually prescribed manner. When in doubt, always request to see your steward, and do not rely on management to provide you accurate or complete information about overtime rules or any other work rules – or about anything else, for that matter.

To reiterate, career regular letter carriers, including those that have signed an Overtime Desired List, only have a guarantee of eight hours of daily work or pay in lieu thereof. Career regulars are also guaranteed the schedule and the regular duties of their bid assignment. However, overtime work is not guaranteed in any manner for anyone, and management can normally choose to assign any letter carrier work to a CCA rather than utilizing a fulltime career employee from the Overtime Desired List.

**Q: I have been scheduled for Jury Duty. How am I paid by the Postal Service when this occurs?**

**A:** The USPS regulations for court leave, including for scheduled jury duty, are found in section 516.2 of the Employee and Labor Relations Manual (ELM). Paid court leave is granted to career regular employees but not to non-career employees such as CCAs. Such leave is granted to employees that would otherwise be in a work status or on annual leave except for the required court service. It is paid at the employee's regular straight time rate up to eight hours a day for each day that they would otherwise be scheduled to work or on annual leave. The employee

should advise management by providing a copy of their jury summons as soon as is practicable.

If an employee who reports for court service on a scheduled workday and is then excused early, he/she is required to report back to their postal installation for the balance of their scheduled tour of duty provided that an appreciable time is involved and it is feasible to do so. Employees serving a full day in court are not required to report to their postal duties until their next scheduled workday. No overtime is allowed for court service for any combination of court service and postal service duties. Employees can choose to have their work schedules temporarily changed to conform to court service days and hours by completing PS Form 3971, Request for Temporary Schedule Change for Personal Convenience.

Postal Service employees may retain any court allowances and fees of \$25 or less per day on days that court leave is authorized, but must remit to the Postal Service any amounts in excess of \$25. Employees who perform court service outside of their basic workweek or outside of their scheduled tour of duty may retain the full amount of any jury or witness fees for this service.

**Q: How do I go about making a mutual trade with a letter carrier in another part of the United States?**

**A:** The applicable regulations and Contractual provisions for mutual exchanges between career letter carriers are found in the Employee and Labor Relations Manual (ELM) section 351.6 as well as in Article 12 of the Collective Bargaining Agreement (JCAM pages 12-50 and 12-51). The failure to completely understand these specific requirements has led to serious and costly mistakes made by USPS management and also by some letter carriers in the past.

**It is very important to note that such exchanges are merely exchanges of positions in the employee complement of different USPS installations. Career letter carriers DO NOT exchange actual bid assignments or pay grades. This is because both vacated bid positions must be posted**

**for bid and are thus made available to all eligible letter carriers in each of the respective installations.** Such postings are made in the contractually required manner per the provisions of Article 41, section 1 of the Contract as well as any applicable Local Memorandum of Understanding (LMOU) provisions.

Additionally, the officials in charge of each installation must approve the exchange. Certain types of employees are not permitted to exchange positions, such as career employees with non-career employees, bargaining unit employees with non-bargaining employees, and nonsupervisory employees with supervisory employees. Effective with a National level Memorandum of Understanding in September 2007, city carriers in grades CC-1 and CC-2 are considered to be in the same grade for purposes of mutual exchanges.

Finally, most of the monthly issues of the *Postal Record*, the NALC's official publication, have mutual exchange ads listed therein, usually near the back of the magazine.

## Spring Begins



March 20, 2017

### 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.



# COME HAVE A BALL!!

## NALC BOWLING

### FUNDRAISER FOR MDA

#### Branch 1 vs. Branch 2184

# SUNDAY, APRIL 23rd at 12:30 pm

CHECK IN BEGINS AT 12:00 PM

**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 Entry 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**

**Kendra Kroll, MDA Rep at 734.416.7076**

Cherry Hill Lanes

300 North Inkster Road

Dearborn Heights

313.278.0400



# MDA®

## Food Drive

# SATURDAY, MAY 13, 2017

The 25<sup>th</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 218,172 pounds of food from our 19 offices. According to NALC headquarters, last year the food drive collected over 80 million pounds. Over the history of the food drive, letter carriers have collected more than 1.5 billion pounds. Furthermore, NALC Headquarters confirmed with Guinness World Records that the NALC owns the current record for the largest one-day food drive in the world. The 80 million pounds of food collected in 2016 is the world record to beat. We would like to set a new world record by breaking the one we currently hold.

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 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. We would like to thank you in advance for all your help with the 25<sup>th</sup> Annual Food Drive on May 13, 2017.

-- Casey Pennington and Cathy Tondreau  
Branch Food Drive Coordinator



# Brookfield<sup>®</sup> Uniforms

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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 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

## CSRS - Military Time Buy Back Options

If you served on active duty and will be eligible at age 62 to collect Social Security, your Civil Service Retirement System (CSRS) annuity will be reduced by the number of years that you served unless you buy back that time. For example, if you serviced in the armed services for 4 years, when you reach age 62 your CSRS annuity will be reduced by 8%. You can buy back your military time to avoid this reduction and collect your entire annuity and whatever Social Security benefits that you are entitled to.

### ***Military Service before 12/31/1956***

If your active duty military service is prior to December 31, 1956, you receive full credit for your military service in determining both your retirement eligibility and your annuity computation, without making a deposit for the service.

### ***Military Service after 1/1/1957***

If your military service is after January 1, 1957, credit for the military service depends on the date on which you were first employed as a federal civilian employee:

Civilian hire date on or **after October 1, 1982** - You must make a deposit to receive credit for the military service.

Civilian hire date **before October 1, 1982** – Your military service will automatically be credited for retirement eligibility, but not necessarily for the annuity. You must next determine if you will be eligible to receive Social Security at age 62.

If you will not be eligible for Social Security at age 62, then **no deposit** is required for the military service to be included in your retirement annuity.

If you will be eligible to collect Social Security at age 62, you must either make a military deposit or your CSRS annuity (and/or spousal annuity)

will be reduced to exclude your military service at age 62. This is often referred to as "**Catch 62.**" The reduction to your CSRS annuity is 2% for each year of military service. For example, if you have 4 years of military service, when you reach age 62 your CSRS annuity will be reduced by 8%. If you made your military deposit, there will not be a reduction in your CSRS annuity at age 62, you continue to collect your full CSRS annuity, and your entitlement to Social Security benefits.

### ***Amount of the Deposit***

For CSRS employees, the military deposit equals 7% of military base pay, plus interest. There is a 2-year interest-free grace period on all military deposits. After the 2-year grace period interest is accrued and compounded annually. The interest rate is an annual variable rate. The first possible interest accrual date is 10/01/1986.

### ***CAUTION - Military deposits must be made BEFORE you retire.***

Military deposits must be paid in full before the employee separates from federal service. (Deposits for civilian service must be paid before final adjudication.)

If you have already paid it, and your only proof is an LES (Leave and Earnings Statement), cancelled check or other documentation that seems unofficial, submit what you have with the retirement. Defense Finance and Accounting Service (DFAS) for awhile did not send out letters confirming the deposit was complete. Sometimes there was only an annotation on the LES stating deposit complete or balance owed \$0. If you made the deposit, you need to indicate on your retirement paperwork that you made the deposit. It should be OK. The pay records are likely accurate. If you are waiting to be billed by DFAS and have already retired, it is usually too late to make that deposit.

-- Leonard Zawisa  
Retirees Officer

# Letter Carrier Political Fund Contributors

## Belleville

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

## Dearborn Main

- ✓ James Bryant
- ✓ Darryl Clay
- ✓ Wanda Ellison
- ✓ Lisa Franklin
- ✓ Patricia MacDonald
- ✓ Ted Nowc
- ✓ Robert Panchenko (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

## Dearborn Annex

- ✓ Timothy Bailey
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Mark Judd
- ✓ Thomas Klecha
- Joanne Kuzala
- ✓ Roderick Lelental (R)
- ✓ Melvin MacDonald
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Karen Regentik (R)
- Brian Rodden (R)
- ✓ Darren Smith
- ✓ Jerry Taylor
- ✓ Cathy Tondreau (R)
- ✓ Steven White

## Dearborn Heights

- ✓ Jim Hales
- ✓ Jerry Holowka
- ✓ Ian Mair (R)
- James Powell (R)
- ✓ Scott Russell
- ✓ Alan Swintek
- ✓ Christopher Tostige
- ✓ Denise Viola
- ✓ James Wolstencroft

## Dundee

- ✓ Jerome Mannlein (R)

## Flat Rock

- ✓ Lillian Bogosian

## Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Mary Renaud
- ✓ Gloria Warthen

## Inkster

- Phil Ashford
- ✓ Thad Dillard
- ✓ Scherrie Lacey
- Calvin Simmons (R)

## Lincoln Park

- ✓ Thelma Balogh (R)
- Rodney Bonner
- ✓ Laura Fitzgerald
- Gary Gore
- Jennifer Green
- ✓ Paula Hall
- ✓ Ronald Hausch (R)
- Patricia Manning (R)
- Timothy Manning (R)
- William Mason (R)
- Donald Massey

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

## Monroe

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

## Northville

- ✓ Keshya Boudreaux
- ✓ Elizabeth Maliszewski
- ✓ Janice Mitchum
- ✓ Valerie Watkins

## Plymouth

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

## Rockwood

- ### Taylor
- ✓ Patricia Davis (R)
  - Dawn Gable
  - ✓ Roger Gilliam
  - ✓ James Kelly (R)
  - ✓ Walter Modelski (R)
  - ✓ Bob Parisi
  - ✓ Ryan Judd
  - ✓ Bob Sedore (R)

- ✓ Irene Sly (R)
- ✓ Michele Szafran
- Jeanie Youtsey

## Temperance

- ✓ Kari McLachlin

## Trenton

- ✓ Anthony Conley
- ✓ Dwayne Conley
- ✓ Gwenn Heffinger (R)
- ✓ Casey Pennington

## Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Lori Boljesic
- ✓ Felicia Bryant
- ✓ Albert Gilliespie
- ✓ Margaret Jackson
- Katrina Jones
- David Marshall (R)
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ Vina Stacy

## Canton

- ✓ Joe Golonka (R)
- ✓ Bonnie Price (R)
- ✓ Samantha Hales

## Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Alan Grajczyk
- ✓ Tanisha Payne
- ✓ Larry Rowland (R)
- ✓ Randall Sano (R)
- ✓ Michael Tredway

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✓ Check mark indicates you are signed up for automatic contributions.

R - Indicates retired members.

**GIMME 5**



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## 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 **Al Swintek** (Dearborn Heights), **Bob Panchenko** (Dearborn Main retired), **Barb Scaggs** (Lincoln Park retired), Dawn **Leimback-Pointer** (Grosse Ile) **Leonard Zawisa** (Dearborn Main retired), **Ron Hausch** (Lincoln Park retired), **Jim Mondeau** (Lincoln Park retired) and **Ray Moran** (Lincoln Park retired) for their donations.

Lets make our new members feel welcome.

For more information call  
313-295-1640

## Allie Brothers Uniform Store

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