

Branch 2184 ... *Union Courier*

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2024

President's Report

BRANCH 100 YEAR CELEBRATION A SUCCESS

On Sunday November 10th, 2024, Branch 2184 members along with their families, friends and a few special guests celebrated the Branch's 100th Anniversary. The celebration took place at the Prestige Banquet Hall in Allen Park from 2pm until 6pm. A total of about ninety people came out and had a wonderful time catching up with one another. NALC Headquarters EVP Paul Barner spoke to everyone about the tentative agreement. Region 6 National Business Agent David Mudd was also in attendance and he spoke on the tentative agreement as well. Michigan State Association of Letter Carriers President Carl Blassingame and his wife attended the event. We also had the chance to hear from two Branch 2184 past presidents, Tim Manning, and Paul Diebolt. They both spoke about the history of our branch. MISALC President Blassingame presented me with a 100 Year Plaque for our branch on behalf of the MISALC. Brother Don Ferraro, President of NALC Branch 3126 also presented our Branch with a 100-year Anniversary plaque. We had dancing and great food, and raised money for MDA as well! There are pictures of the event elsewhere in this newsletter.

BALLOTS ARE COMING IN THE MAIL

If you are an active carrier, you should have received or will receive your ballot to vote yes or no on the tentative contract agreement that was announced on the NALC.org website on October 19, 2024. Please take your time and read over the highlights on the TA on NALC.ORG and vote what is best for you and your family. Be sure to follow the directions on the ballot to ensure that you don't do something to disqualify your vote. If you have any questions regarding the ballot, call the union hall at 313 295 1640. A branch officer will assist you.

BRANCH FACEBOOK PAGE

As of 12/02/2024, there are 240 members. The page is growing daily. If you are on Facebook, please search for our page. You have to answer a few questions such as who is your steward(s) and what building do you work

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Branch 2184

Southeast Michigan
National Association
of Letter Carriers
AFL - CIO

6969 Monroe

Taylor, MI 48180-1815

(313) 295-1640

Fax: (313) 295-4134

E-Mail:

NALC2184@sbcglobal.net

Web Site www.nalc2184.org

Office Hours:

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

Monday through Friday

Calendar

Branch Meetings:

January 8th, 2025

February 5th, 2025

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

Retirees Meetings

January 9th, 2025

February 13th, 2025

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

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Officers

President.....	Walt McGregor
Executive VP	Jacqueline McGregor
Vice President	Darryl Clay
Recording Secretary.....	Katrina Jones
Financial Secretary Treas	Mark Owen
Sergeant at Arms.....	Paula Hall
Retirees Officer	Scott Watts
Health Benefits Rep	Jerry Cerpa
MBA Representative.....	Erik Venzke
Trustee.....	Tracy Mitchell
Trustee.....	Dave Reise
Trustee.....	Joe Golonka
Editor.....	Jim Hales
Arbitration Advocate.....	Walt McGregor
Route Adjustment Specialist.....	Dave Reise
Branch Scribe.....	Joe Golonka
Injury Compensation.....	Erik Venzke
Injury Compensation	Joe Golonka
Web Page Design	Jim Hales

Branch Contract Administration Unit

Joe Golonka	Chairperson
Walt McGregor	Member
Jackie McGregor.....	Member
Darryl Clay.....	Member
Dave Reise	Member



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

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

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

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

Stewards

Allen Park	Mark Owen
.....	Kris Shaw (alt)
.....	Tod Lilla (alt)
.....	Scott Russel (alt)
Belleville	Bryon Hendricks
Dearborn (Main).....	Yvonne Jackson
.....	Karl Tamburro
Dearborn (Annex)	Jacqueline McGregor
.....	Jillian Hudgins
.....	Mohamad Rahal (alt)
.....	Kim Miller (alt)
Dearborn Heights	Shaun Fowlkes
.....	Chanel Harrison
.....	Marwan Ghotheimi (alt)
.....	Marquel Davis (alt)
.....	Jacqueline McGregor (alt)
Dundee	Walt McGregor (alt)
Flat Rock	Lillian Bogosian
Grosse Ile.....	Rachel Stachulski (alt)
.....	Tracy Mitchell (alt)
Inkster.....	Scherrie Lacey
.....	Phil Ashford (alt)
.....	Kaliah Patrick (alt)
Lincoln Park	Scott Watts
.....	Mark Owen (alt)
Monroe	Jacqueline McGregor (alt)
.....	Tracy Mitchell (alt)
.....	Keith Benedict (alt)
.....	Mark Owen (alt)
Northville	Jennifer Rake
Plymouth	Diego Forshaw
.....	Dan Marek
.....	Cassandra Mendrzycki (alt)
Rockwood.....	Walt McGregor (alt)
.....	Tracy Mitchell (alt)
Taylor	Keith Benedict
.....	Victor Siemiesz
Temperance.....	Walt McGregor (alt)
Trenton	Jeffery Webb
.....	William Douglas
.....	Tracy Mitchell (alt)
Westland.....	Ananias Epps
.....	Felicia Davis
.....	Nakia Whitfield
.....	Katrina Jones (alt)
.....	Walt McGregor (alt)
.....	Jacqueline McGregor (alt)
Canton	Ramon Robinson
.....	Shatyra T Young
Ypsilanti	Paul Bordine
.....	Ashley Seper

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out of, and you will be approved. There is up to date information to what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates.

We are in the final month of 2024, on behalf of the officers and stewards at Branch 2184, we wish you and your loved ones a safe and happy holiday season.

-- *Walt McGregory*
President

EVP's Report

2025 VACATION SELECTIONS

Vacation selections started as of December 2nd, 2024, for our 2025 Annual leave Boards for our career carriers and our CCA brothers and sisters. Make sure you take the time you earn and spend with your loved ones on vacation when it's your time to get away from the job.

CCA UNIFORM BANK

We have a lot of new CCA brothers and sisters hiring into our branch. We also have a few that resign within a month of being hired for different reasons. With that, please be sure and share with our new CCA brothers and sisters that they need at least 45 days of working before they are able to come over to the branch to shop at the CCA Uniform Bank. In this time, most CCAs have decided if they are going to stay with the job and we want to make sure we are getting these uniforms to brothers and sisters who stick with the job and not take our uniforms and leave before 45 days of work.

We are in need of winter gear with the Michigan winter upon us. Please bring in your gently used winter gear and uniforms to your office. Your steward will make sure the donation gets to the union hall. If you are retired and have uniforms, please stop

by the hall and say hello, have a cup of coffee. An officer will be glad to assist you and take your donation.

We all were new carriers once upon a time in our careers. Reach out to our new brothers and sisters and encourage them to stick it out. Ask them how is it going? Give them a few pointers. This goes a long way and encourages our new brothers and sisters to hang in there. It will get better.

Happy Holidays from my family to yours!

--*Jacqueline McGregory*
Executive Vice President

VP's Report

Hello brothers and sisters.

My article this month is about the changes in 2025 for our retirement plan. The thing that has not changed is you should contribute as much as you can each check.

2025 Changes to USPS Thrift Savings Plan (TSP) Contributions

The Thrift Savings Plan (TSP) is a retirement savings plan for federal employees, including those working for the United States Postal Service (USPS). Starting January 1, 2025, there will be several important changes to the TSP contribution limits and catch-up contributions.

Increased Contribution Limits

The Internal Revenue Service (IRS) has announced an increase in the elective deferral limit for 2025. The new limit is **\$23,500**, up from **\$23,000** in 2024. This means that federal employees, including USPS employees, can contribute up to \$23,500 to their TSP accounts in 2025.

Catch-Up Contributions

For participants aged 50 and older, the catch-up contribution limit remains at **\$7,500** for 2025.. Starting in 2025, participants turning 60, 61, 62, or 63 can contribute an additional **\$11,250**. This is a substantial increase from the previous limit and aims to help older employees boost their retirement savings.

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Annual Additions Limit

The annual additions limit, which includes all contributions to the TSP, has also increased to **\$70,000** for 2025, up from **\$69,000** in 2024. This limit applies to the total contributions made across all defined contribution accounts in a calendar year.

What This Means for USPS Employees

USPS employees should take note of these changes and consider adjusting their contributions to maximize their retirement savings. The new limits provide an opportunity to save more for retirement, especially for those nearing retirement age.

To make changes to your TSP contributions, USPS employees can call TSP at 877-968-3778. It's important to review your retirement savings plan and consult with a financial advisor if needed to ensure you are making the most of these new limits.

--Darryl Clay
Vice President



Address Correction Requested

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

Call 313-295-1640

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Day



"I have a Dream"

NALC Tentative Agreement Rap Session Summary

On Saturday, November 2, a conference known as a "rap session" was held in Washington, DC by the NALC National Union. The purpose was to provide an overview of the tentative contract agreement reached by the NALC and Postal Service and to answer questions posed by those in attendance. Branch 2184 sent three attendees, President Walt McGregory, Executive Vice-President Jackie McGregory, and our Branch Contract Administration Unit Chairperson Joe Golonka.

The rap session was conducted by NALC National President Brian Renfroe and began at 9:00 a.m. The first part of the presentation was an overview of the economic aspects of the tentative agreement such as wage increases, cost of living adjustments (COLA), letter carrier uniform allowances and percentage of employee contributions to health insurance premiums. Specific details can be found in the summary on the NALC National website, NALC.org. An overview of NALC interest arbitration history was also provided.

Following a short break an overview of the non-economic aspects of the tentative agreement was provided by President Renfroe, specifically the proposed changes in work rules, which are numerous. Perhaps the most immediately impactful changes would be

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those involving work hours and the assignment of overtime work, which are found in Article 8 of the National Agreement. Specific details of these and other proposed changes can again be found in the summary on the NALC National website, NALC.org.

After another short break, the floor was opened for a question-and-answer session. Branch 2184 President Walt McGregory's question was the first to be responded to by NALC President Renfroe. Walt's question was the first of two from our Branch 2184 members that he presented to Renfroe. Neither question received a satisfactory answer, in the opinion of your Branch's attendees.

The "rap session" conference adjourned about 3:30 p.m. Branch 2184 Contract Administration Unit Chairperson Joe Golonka provided an overview of the tentative agreement details at our regular membership meeting on November 6. Following the eventual ratification of the tentative agreement or an interest arbitration award, all of your Branch 2184 stewards will also be provided with an intensive review of work rule changes and contract enforcement strategies.

Walt McGregory, Jackie McGregory, and Joe Golonka

Retirement Counseling

If you are planning on retiring from the USPS, Branch 2184 is offering Retirement Counseling Assistance. Our Branch 2184 Retirees Officer will have a one-on-one with you and will answer questions and assist in filling out your retirement papers.

It is recommended that you order your Blue book at least 90 days in advance of your retirement date.

After you get your blue book contact the branch office so we can help you fill out the proper forms and schedule your HR Shared Services retirement counseling appointment.

Branch 2184 Scholarship Winners Announced

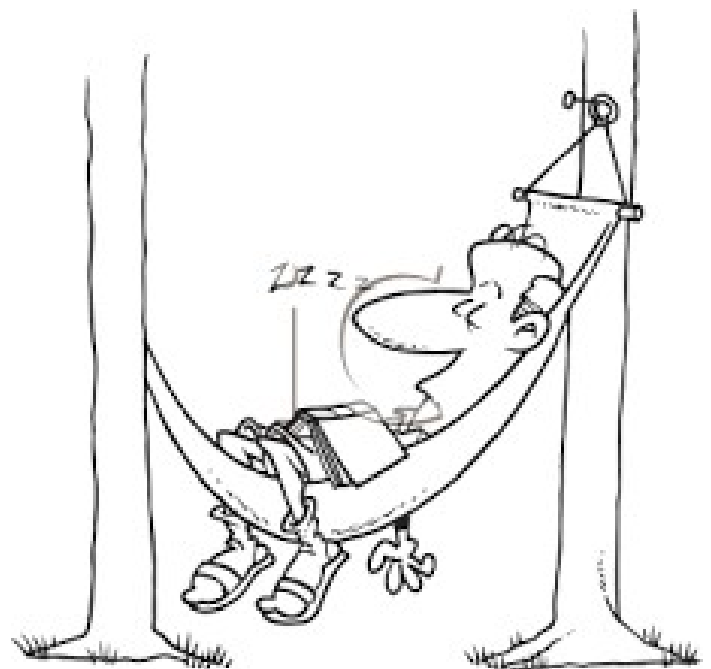
On Monday, September 30, Branch 2184's Trustees selected the winners of this year's Branch 2184 Scholarships by means of a random drawing from all applications received. The following will receive \$500 towards tuition, books, or room and board from an accredited and licensed college or trade school:

- Joshua Snead, son of Ypsilanti member Gregory Snead
- Brandon Watts, son of retired Lincoln Park member Scott Watts
- Ahyana Villanueva, daughter of Dearborn Main office member Mary Anne Villanueva
- Makenzie Thompson, daughter of Lincoln Park member Jennifer Green

Congratulations to the winners of this year's Branch 2184 Scholarship awards, and all the best in your future academic endeavors!

Branch 2184 Trustees

Tracy Mitchell, Dave Reise, and Joe Golonka



Contract Corner:

Blocked Curblin Mailboxes

A common customer service-related issue that never seems to go away is the problem of blocked customer mailboxes on curblin (mounted) delivery. Typically, the boxes are blocked by parked vehicles or by trash cans, or even by piles of snow during the winter season. Over the years there has developed a continuing and widespread myth that a letter carrier in such situations can just choose to bypass that specific delivery point instead of safely parking the postal vehicle and dismounting to deliver the mail. However, with the exception of valid safety-related reasons, that is simply NOT the case. **Postal regulations directly require letter carriers to deliver to a box that is temporarily blocked. Postal Operations Manual, section 632.14 states that:**

- The customer is responsible for keeping the approach to his or her mailbox clear to facilitate delivery. Where the approach to the mail receptacle located at the curb is temporarily blocked by a parked vehicle during normal delivery hours for the area, or snow or ice hampers the approach to the mailbox, the carrier normally dismounts to make delivery. If the carrier continually experiences a problem in serving curblin boxes and where the customer is able to control on street parking in front of his or her mailbox but does not take prompt corrective action after being properly notified, the postmaster may, with the approval of the district manager, withdraw delivery service.

The above regulation makes it clear that if a box is temporarily blocked, the carrier must dismount to deliver the mail. The USPS Standard Training Program for City Letter Carriers (page 16.2.3) instructs: "If the approach to the mailbox is blocked, delivery must be attempted by dismounting where it is safe to do so." This applies whether the box is blocked by a vehicle, a trash can or even by snow.

Only in the case of a continuing problem can service to an individual customer or customers be withdrawn, and then only by the authority of the Postmaster or Installation head. Additionally, if a letter carrier is concerned that parking the vehicle and dismounting to deliver constitutes a safety hazard, he or she should fully document and support that claim on PS Form 1767. Dismounting to deliver a blocked

mailbox will also require additional time, but the time necessary to complete this and all letter carrier duties simply takes whatever it takes.

The USPS and its City Letter Carriers are in the business of delivering mail. Reliable customer service is one of the few things the USPS can still try to sell, despite the frequently misguided priorities and continuously inept leadership of the organization. As such, letter carriers should be always make every effort to find ways to deliver the mail as long as this can be safely accomplished. Letter carriers should never be in the business of finding reasons not to deliver mail.

Postal Vehicles and Traffic Laws

The M-41 Handbook (City Carrier Duties and Responsibilities) section 812.2 clearly states: "Observe all traffic regulations prescribed by law. Rules applying to the public also apply to operators of Postal vehicles." **Letter carriers are in fact required to obey all State and local traffic laws while operating a postal vehicle.** A common myth is that some traffic rules don't apply to those delivering mail. However, all traffic regulations apply at all times, and driving a postal vehicle conveys no special privilege or immunity whatsoever from traffic law enforcement. Of particular significance for letter carriers, this specifically includes all parking rules and restrictions regardless of whether they are State or local in nature, as well as those of private property owners.

In some instances, businesses and other Postal customers may provide specific permission for letter carriers to park in certain locations that are otherwise unavailable to the general public. If such permission is granted, it should be writing and clearly known to all those delivering that particular assignment. Absent such permission, under no circumstances does a letter carrier have the unilateral authority to park a Postal vehicle wherever he/she deems as most convenient if parking is otherwise prohibited at that location. In some instances, existing parking restrictions will mean that a letter carrier must walk further to make deliveries. However, the time necessary to do so is part of the time used to evaluate that assignment. What's your hurry, anyway?

Absent Letter Carriers and Assignments Posted for Bid

Letter carriers sometimes incur lengthy absences

from work due to illness or injury involving themselves or a family member, or for a number of other reasons such a military deployment. During such absences letter carrier assignments in their station are sometimes vacated and posted for bid. When this occurs, what are management's obligations to notify the absent employee(s) about the posted assignments?

This subject is addressed in both the National Agreement as well as our Branch 2184 Local Memorandum of Understanding (LMOU). The relevant National Contract language is found in Article 41, section 1.B, which states in part: "When an absent employee has so requested in writing, stating a mailing address, a copy of any notice inviting bids from the craft employees shall be mailed to the employee by the installation head." This same language also appears in Item #21, section 1(b) of Branch 2184's Local Memorandum of Understanding. Thus, if you have requested in writing that notices inviting bids are mailed to you and have provided a current mailing address, management is required to mail them to you and to do so in a timely manner.

Be aware that the impetus for this always begins with the letter carrier, who must be able to prove that he/she requested in writing that notices inviting bids are mailed to them, and has included a current mailing address. Management otherwise has no obligation to notify an absent letter carrier of assignment postings. It is strongly recommended that when notifying management in writing that you make a copy for yourself and also provide one to your steward.

--Joe Golonka
Branch 2184 Contract Administration

Working In The Dark

When Customer Service Meets Safety And Common Sense

Every year letter carriers in most parts of our nation must deal with the prospect of performing delivery duties in darkness or near-darkness for several months following the end of daylight savings time. Every year this results in some unique and serious safety concerns. Every year there are seemingly inevitable angst producing clashes between supervisors

and letter carriers concerning this issue, and often there are consequent grievances.

Management wants the mail delivered, even while they create customer service problems by scheduling later letter carrier starting times, often due to cutbacks in mail processing facilities. In some instances these problems are further magnified by the understaffing of letter carrier station complements.

Even more problems are created through unrealistic management expectations of letter carrier office and street performance, often based on inaccurate and incomplete computer data. In some offices problems are still further compounded by management's unwillingness to assign overtime work in the contractually prescribed manner. The result of all of this: the earth still rotates, the sun still sets, and letter carriers are still out in the street after dark. Existing delivery hazards are magnified by poor visibility in darkness, and in some areas there also is a serious threat to letter carrier safety due to potential criminal activity.

When it appears likely that delivery duties will not be completed before darkness sets in, there should never be a blanket assumption that all delivery of mail is unsafe and therefore must immediately cease. Conversely, management should not ever assume that delivery of mail is always safe under these conditions. Safety is first and foremost a matter of judgment and the application of common sense. It is of no value to debate in advance whether a specific delivery circumstance or set of circumstances is or will be unsafe, even when we have every expectation that this will indeed be the case. Your supervisor may have a different expectation and neither is going to change the other's mind. So why quibble about it? The truth will manifest itself soon enough.

If you believe that your assigned delivery duties will take you into darkness and that safety will then be a concern, simply inform your supervisor verbally of this well in advance (in the morning if possible). Be sure to complete form 3996 as usual when you are unable to perform all assigned duties within eight hours. If a supervisor responds with an unrealistic assessment of your workload, don't argue or debate the issue. Merely respond that you will do the best that you can and reiterate that you have a safety concern about making deliveries in darkness.

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Important: DO NOT inform the supervisor that you are refusing to work in the dark. Later, when it becomes apparent that your own assessment of your workload was correct, always call in a timely manner (well before the sun sets) to ask for instructions. Once again express your concern about delivering mail in darkness. Follow the instructions you are given, even if they are to continue until all mail is delivered.

When darkness sets in, and you determine after attempting to deliver mail that continuing would be unsafe, again call and inform your supervisor of your concern. Again, follow instructions, even if they are to continue. However, if after attempting delivery one last time your judgment is that it is still unsafe to continue, then (and ONLY then) should you bring the remaining undelivered mail back. **Be sure that as soon as you have returned to the office, you immediately inform the supervisor of any undelivered mail. Always complete PS form 1571 (report of undelivered mail), listing the reason(s) for non-delivery. Give the completed form to a supervisor and obtain a duplicate copy before clocking out for the day.**

Following the above guidelines will help ensure that you are not charged with failure to follow instructions or unauthorized curtailment of mail and possibly receive disciplinary action. USPS customers have the right to expect their mail to be delivered each day. Letter carriers have the right and the duty to perform their duties in a safe manner. It all comes down to common sense and realistic planning. At the end of the work day it also comes down to integrity, and that is where letter carriers should have the advantage, every time.

--Joe Golonka
Branch 2184 Contract Administration

Branch 2184 New Members

Javaughn Arnold	Inkster
Keagan Brinson	Ypsilanti
DeShaunte Burns	Dearborn Main
Aubrei Davis	Dearborn Annex
Raymond Hang	Monroe
Kenyatta King	Allen Park
Thomas Maranda	Ypsilanti
Jeffrey Mueller	Westland
Megan Ottinger	Westland
Javien Parker	Flat Rock
Jacob Potts	Dearborn Annex
Gabriella Rieck	Monroe
Evetti Solomon	Westland
Marvin Tookes	Taylor
Danny Adams	Ypsilanti
Chadi Alakkari	Inkster
Tristan Allen	Inkster
Demetrius Brown	Ypsilanti
Xavier Castoreno	Taylor
Andrew Freeman	Canton
Kyle Hall	Ypsilanti
Keaton Joniper	Monroe
Brendan Lang	Ypsilanti
Autumn Lashley	Dearborn
Heather Mertz	Belleville
Adam Moody	Taylor
Jacob Nabozny	Taylor
Hiteshkumar Patel	Canton
John Pente	Dearborn
Maurice Pitts	Dearborn Annex
JuJuan Treadway	Trenton
Christopher Trice	Inkster
Kyle Turner	Trenton
Diego Vasquez	Grosse Ile

Welcome to
Branch 2184



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 Lazandria Grimes (Dearborn Main) for your donation.

CCAs please call prior to coming to the Union Hall so that we can make sure someone is available to assist you. Lets make our new members feel welcome.

For more information call
313-295-1640

Lets make our new members feel welcome.

The Weingarten Declaration

“If the discussion I am being asked to enter could in any way lead to my discipline or termination or impact my personal working conditions, I ask that a union steward, representative or officer be present.

Unless I have representation I respectfully choose not to participate in this discussion.

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

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Kevin Pierson
Karen Russell
✓ Kris Shaw
Robert Willbanks

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✓ Bryon Hendricks
✓ Lynn Taylor (R)
✓ Cindy Trzeciak (R)

Dearborn Main

Jerry Cerpa
✓ Darryl Clay

✓ Symone Coleman
✓ Wanda Ellison
✓ Lisa Franklin
✓ Damon Green
✓ Yvonne Jackson
✓ Bob Panchenko (R)
Karl Tamburro
✓ Ed Waldon
✓ Tammy Wheeler
✓ Leonard Zawisa (R)
✓ Margaret Zywicki (R)

Dearborn Annex

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✓ Sherry Garcia
Jillian Hudgins
✓ Mark Judd (R)

✓ Thomas Klecha (R)
Joanne Kuzala (R)
✓ Roderick Leental (R)
✓ Melvin MacDonald (R)
✓ Carol Macieczni (R)
William Mather (R)
✓ Jackie McGregory
✓ Brian Robinson
✓ Brian Rodden (R)
Sellier Jason
✓ Jerry Taylor
✓ Cathy Tondreau (R)
✓ Joseph Vitie (R)
✓ Steven White (R)

Dearborn Heights

Roger Corpolongo (R)
Shawn Fowlkes

✓ Hassan Ghoiteimi
✓ Marwan Ghoiteimi
Chanel Harrison
✓ Ian Mair (R)
✓ James Powell (R)
✓ Pamela Sellers
Christopher Tostige (R)
Manual Williams
✓ Jim Wolstencroft (R)

Dundee

✓ Jerome Mannlein (R)

Flat Rock

✓ Lillian Bogosian

Grosse Isle

✓ Rachel Stachulski

Inkster

Phil Ashford

- ✓ Carl Gibbs (R)
- ✓ Scherrie Lacey
Diana Taylor
- ✓ Kaliah Patrick

Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Arleen Blanchard
- ✓ Laura Fitzgerald
- ✓ Paula Hall (R)
- ✓ Ronald Hausch (R)
 - ✓ Nicole Pace
- ✓ David Reise (R)
- ✓ Barbara Scaggs (R)
 - ✓ Scott Watts (R)
- William Mason (R)

Monroe

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

Northville

- ✓ Ricky Hatfield
- ✓ Jennifer Rake
- ✓ Janice Mitchum
- ✓ Val Watkins
- Loianne Vester

Plymouth

- Otis Barney
- ✓ Mary Ferrari (R)
- ✓ Diego Forshaw
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce (R)
- ✓ Mary Byrnes (R)
 - ✓ Joan Ping (R)
- ✓ Kristie Nelson

Rockwood

- ✓ Courtney Duran

Taylor

- ✓ Adeyinka Adeduntan
 - ✓ Keith Benedict
- ✓ Patricia Davis (R)
 - ✓ Dawn Gable
- ✓ Alexander Heatherly
 - ✓ Jason Josaitis
 - ✓ Ryan Judd
- James Kelly (R)
- Frances McGuchin (R)
- ✓ Walter Modelski (R)
 - ✓ Timothy Murray
 - ✓ Bob Parisi
 - ✓ Tom Rauch (R)
 - ✓ Bob Sedore (R)
 - Victor Siemiacz
 - ✓ Irene Sly (R)
- ✓ Suzanne Stevens (R)
 - ✓ Jeanie Youtsey

Temperance

- ✓ Kari McLachlin

Trenton

- ✓ Gwen Heffinger (R)
 - ✓ Larysa Larson
- Tracy Mitchell
- ✓ Casey Pennington
 - ✓ Jeffery Webb
- ✓ William Douglas

Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Ananias Epps
- ✓ Albert Gilliespie
- ✓ Cynthia Harris
- ✓ Katrina Jones
- David Lehman (R)
- David Marshall
- ✓ Walter McGregory
- ✓ David Rumley

- ✓ Edward Sikora (R)
 - ✓ Aaron Toth
- ✓ Nakia Whitfield

Canton

- Angeleta Eaton-Hicks
- ✓ Joe Golonka (R)
 - ✓ John Hite
- ✓ Bonnie Price (R)
- ✓ Ramon Robinson
 - ✓ Denise, Viola
- ✓ Shatyra Young

Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
 - ✓ Paul Debruyne
 - ✓ Patricia Neeley
 - ✓ Dave Rowland
 - ✓ Danita Hill

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LCPF Disclaimer

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





National Convention Delegate Reports

I chose to attend "Following a grievance from start to finish." The workshop focused on the grievance procedure and steward rights. Investigating and preparing for a grievance at Informal Step A. Presenting a case at Formal Step A. How to appeal to Step B, and appeals by national business agent to arbitration. A mock arbitration of the case was presented live. As a delegate the workshop gave me great detail of the grievance process as a whole.

Thank you to the membership, for the opportunity to experience my first NALC Convention and to represent Branch 2184 as a delegate.

--*Dawn DeNoon*
Northville Delegate

Hello union brothers and sisters! It was my pleasure to represent you at the NALC convention in Boston. It was an informative and controversial convention, to say the least! I had the opportunity to attend a couple of workshops and meetings while there. The one that I will summarize for you today is the workshop on Wills and Estate Trusts. The main purposes of trust and wills is 1) to reduce costs, time and family burdens upon the passing of an individual; 2) to protect and provide for loved ones; 3) you control the disposition of property.

It is good to know that these two tools are not complicated or expensive. What is a will or trust? A will is a legal document to instruct what happens to your assets, nominates a guardian to care for minor children, and nominates a person to settle your estate. If you don't have one then your state has written one for you. This is called "intestacy" or "intestate". In most cases you don't want that. A living will is something good to have too. It is a legal document that details the medical treatments you would and would not want to be used to keep you alive. To write a will you must be 18, of mental capacity, have the intent to do so, and voluntary but rules do vary by state. Typically, it must be in writing, signed, witnessed, and affidavit. A will is a good thing to have when going through probate court for your family.

A trust is a separate entity where the assets it owns are the benefit of another. The key components are the trustee who is responsible for administrating the trust; the beneficiary who is the person the trust is created to benefit, and fiduciary duty which directs how a person must act for the best interest of someone else. There are two types of trusts that were addressed, revocable and irrevocable. Revocable Trusts are created during your life, assets titled in name of trust, you can be your own trustee and beneficiary, you can amend or revoke anytime, no duty to remaining beneficiaries. It helps to avoid probate and prevent the lapse of the administration of your assets. An irrevocable trust is the same as above but can't be changed. It's used mostly to avoid taxes, creditors, retain government benefits, take care of heirs, and establish "rules from the grave." Some trust examples are married, special needs and real estate trust.

This has been a quick overview of estate trusts and will planning. I am by no means a financial advisor, so make sure that you talk to one and see what's best for you. I hope that I provided a framework for you to approach one with a little grasp of what you're looking for. Thank you for your time and make sure that you take care of your responsibilities for when you transition from this world. We owe it to our family and loved ones.

--*Bryon Hendricks*
Belleville Convention Delegate

First, I would like to thank the membership for allowing me to attend the convention in Boston this year. One of the many workshops I attended while at the convention was the City Delivery. They discussed various topics of city delivery like some of the new functions on the MDD such as editing our red books and change of addresses. The function is enabled in the mornings before we scan depart to route bar code or before 9 am and then is disabled. The function becomes re-enabled after we scan the return to delivery unit bar code or after 6pm. Another topic they talked about was the electronic key pilot test. The new arrow keys are being tested in four different offices across the country. The keys are programmed to last 12 hours with assigned addresses or locks. Each key can hold up to 5000 locks/addresses. And in the event of a lost or stolen key, engineers or OIG can disengage the key, making the key useless.

--Rachel Blair

Grosse Ile Convention Delegate

2025 Leave Year and Pay Year Information for Branch 2184 Members

In an effort to be proactive regarding inevitable questions and concerns raised by our members regarding the forthcoming 2025 leave year, please be aware of the following information:

The initial round of vacation selections for 2025 should have begun in ALL Branch 2184-represented stations on Monday, December 2, 2024.

USPS Pay Year 2025 will begin on Saturday, December 14, 2024 (pay period 1, week 1, 2025). Forms W-2 received for the 2024 tax returns will reflect USPS pay through Friday, December 13.

USPS Leave Year 2025 will begin on Saturday, January 11, 2025 (pay period 3, week 1, 2025). This is the first day that a fulltime regular's newly advanced annual leave for 2025 is available and can be used.

Also be aware that the new leave balances for fulltime regular carriers will not be reflected on paychecks until the pay date of Friday, January 31, 2025. **However, this leave will be credited and is fully available to use beginning on Saturday, January 11, as noted above.** Every year many in postal management and also some letter carriers are confused and misinformed about this.

The leave remaining or "incidental leave" provisions of our Local Memorandum of Understanding (Items 4.7 and 12.2) **become effective immediately upon completion of the first round of vacation selections**, not the second round. This should be no later than January 15, 2025. Per our LMOU, such requests are not to be approved prior to six weeks in advance of the week during which the days are requested.

ALL approved CCA leave requests must be shown on the CCA leave boards ONLY. Leave approved for City Carrier Assistants (CCAs) is NOT used to fill any slots on the career city carrier vacation boards, and that it is NOT counted against the number of career letter carriers allowed off at any time.

Branch 2184 Convention Delegates planning to attend the Michigan State Association of Letter Carriers (MISALC) Convention at Great Wolf Lodge in Traverse City April 27-29 should notify management prior to the beginning of vacation selections.

If questions or concerns about any aspect of Branch 2184's local leave program arise, please notify your steward, or contact the Branch office **immediately** so that they can be timely addressed. **These are our locally negotiated leave procedures, and any questions of interpretation or clarification must be addressed only by Branch 2184, NOT by postal management or by union representatives from other NALC Branches.**

--Joe Golonka

Branch 2184 Contract Administration

Letter Carrier Workplace Rights

As a consequence of the recent National election there has already been a marked increase in hateful, disrespectful, and demeaning words and actions directed at members of minority and marginalized groups and religions, as well as ethnic and cultural practices throughout the United States. Unfortunately, there is good cause to expect this abhorrent behavior to continue, with the tacit encouragement of the new administration.

Thus, some reminders for letter carriers and for all Postal Service employees:

- Every USPS employee has the absolute right to be treated with dignity and respect in the workplace at ALL times. The responsibility to treat all others with dignity and respect not only pertains to management's workplace behavior, but also to that of every letter carrier and every USPS employee.
- At NO time should any USPS employee ever be subjected to racist, bigoted, or other forms of demeaning statements, commentary, or actions of this nature. This includes protection from any slurs and inferences that have a clearly negative or demeaning connotation, whether it is racial, ethnic, cultural, religious, gender preference, or any other aspect of an employee's background or personal choices.
- Every USPS employee has the absolute right to converse with their coworkers in ANY language or dialect that the employees choose to use. The use of English is NOT required in the postal workplace, nor is English an "official" language of the United States.
- Every USPS employee has the absolute right to hold and to practice any personal, cultural, ethnic, and religious beliefs that they choose. Letter carriers come from a very wide and diverse range of cultural and ethnic backgrounds. This diversity is a strength and it should always be celebrated, and never be interfered with in any manner.
- The work status of any letter carrier or other USPS employee because of disability or work restrictions due to an on or off the job illness or injury is always NONE of your business. That matter is normally only between the employee and their physician(s), as well as USPS management for purposes of assigning available light or limited duty work. For purposes of Contract enforcement, NALC stewards also have the right to investigate legitimate concerns about management's actions or the lack thereof when assigning light or limited duty work.
- Postal Service management has at times been observed discussing the personal and private medical information of employees with other employees. If you witness this occurring, please notify your steward and/or the Branch 2184 office immediately.

--Joe Golonka
Branch 2184 Contract Administration



Postal Holiday
February 17, 2025

**OUR ADVERTISERS ARE YOUR
FRIENDS MENTION
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IN OUR NEWSLETTER.**



Union Militant

“There’s a battle ahead, many battles are lost, but you’ll never see the end of the road while you’re traveling with me...” (Neil Finn, Crowded House).

The past few months have seen a spirited discussion among letter carriers concerning the merits of a long delayed tentative agreement on a new Collective Bargaining Agreement with the USPS. Much of the debate has been focused on financial aspects of the proposed agreement, while additional debate has been centered on some proposed new work rules, especially those involving the assignment of overtime work.

As a retired NALC member, I do not (and should not) get a vote on the proposed agreement. However, as a NALC activist and contract enforcer for more than 50 years, I have some serious concerns. These are not about what is in the tentative agreement. My concerns – and disappointment are instead about what is NOT found in it. The proposed Contract remains negligently deficient in three specific areas, in my opinion.

First and perhaps most important to letter carriers on a day-to-day basis is the arrogantly disrespectful and antagonistic workplace climate, a product of longstanding and deliberate postal management practice. It is true that a culture of open disrespect for letter carriers and their work has always existed in the Postal Service. However, during the past several years a coordinated attack strategy of abusive and intimidating management behavior has been ramped up to previously unseen levels.

Meanwhile, in recent years NALC at the National level has gone silent regarding management’s abusive behavior, essentially abandoning letter carriers both in the office and on the street. Stewards and local Branch officials tirelessly respond to management’s relentless mistreatment of our members without any meaningful support or response from most of our national “leadership.” In fairness, there are some dedicated national officers such as Director of Safety and Health Manny Peralta who have consistently called out USPS management misconduct.

Numerous joint memorandums and settlements concerning workplace issues and environment have been found in the National Agreement and elsewhere for decades. For USPS management all of these are simply a joke and they are ignored with impunity. The Postal Service remains fully committed to maintaining a workplace culture of “anything goes,” where hostile and disrespectful management behavior as well as lying, cheating, and stealing from craft employees at every opportunity is encouraged and rewarded as policy and practice.

The second glaring contractual deficiency concerns the utterly fraudulent “commitment” of the Postal Service to letter carrier safety. Article 14 of the National Agreement (Safety and Health) is full of language about cooperation and commitment to employee safety, with guidelines and committees galore, but ultimately all of that is the equivalent of putting lipstick on a pig. Decades of outright management contempt for letter carrier safety tells a far different story. Their only real concern when a letter carrier is injured on the job is ensuring that retaliatory disciplinary action is issued as soon as possible.

(Continued on page 18)





(Continued from page 15)

The deceitful façade of postal management's approach to employee safety was exposed a few years ago when they engaged in widespread and coordinated falsification of tens of thousands of letter carrier heat safety training (HIPP) records. The training was mandated by OSHA, but instead of complying, postal management chose to falsify the official training records. If a letter carrier is suspected of falsifying official records, they are immediately placed in an off-duty status and a removal action follows. Yet, management was directly caught engaging in massive records falsification, but with zero consequences. Meanwhile, NALC's response at the national level – silence.

A third serious deficiency in the tentative agreement is something that every NALC steward and contract enforcer is frustratingly aware of – the absence of an effective and proactive grievance process that does more than merely obtain untimely and often meaningless remedies for postal management's repeated and egregious violations of the Collective Bargaining Agreement.

To be clear, the contractual dispute resolution process in the Postal Service has long been broken, and it is management that broke it. Supervisors know very well that there are no real consequences for openly and repeatedly violating the contract at will. There remains a total absence of any form of accountability for management in this regard. A meaningless MOU that accompanies the tentative agreement is not worth the paper it is written on, as management at the local level will continue to treat contractual compliance with utter contempt. There is no incentive whatsoever to change their behavior.

The issues just discussed are not at the center of debate concerning the proposed agreement. However, in the real world of the day-to-day letter carrier work, each of them is pivotal to a letter carrier's work environment and ultimately to their mental as well as physical health and wellbeing. Each issue has long existed with no substantive improvements and in some instances, further regression.

To highlight the necessity for changing NALC's

approach, I will as an example reference an online "Webex" meeting conducted by the Region 6 National Business Agent's office a few months ago. NALC National President Brian Renfroe was a guest, updating the membership and taking questions. While discussing a potential future negotiated route evaluation and adjustment process, Renfroe emphasized that the NALC was looking to negotiate something "that is good for us and also good for management." That response left me and many others scratching our heads.

While it is certainly in NALC's best interests to work with postal management in areas of mutual benefit such as USPS products and revenue (for example "Customer Connect"), why on earth should our Union have any concern or interest whatsoever in negotiating work rules and other matters affecting letter carriers (such as a route evaluation and adjustment process) that are "good for management?" Instead, shouldn't we be focused ONLY on what is good for LETTER CARRIERS?

I am not advocating for all-out war with postal management (been there, done that.) However, letter carriers are already under attack from this same management mob on a daily basis, with no discernable pushback from our national leadership. A strategy of going along to get along is clearly useless in terms of deterrence. It is long past time to develop and adopt far more militant, aggressive, and proactive union strategies. This will be all the more necessary given the certainty of forthcoming attacks on federal employees and their unions from the newly elected federal administration.

There are indeed many battles ahead, some that will be won and some that will be lost. However, there is no "moral high ground" here. Both postal management and our political enemies will use any means possible to achieve their goals. We must respond accordingly, using aggressive, proactive tactics suitable for an adversarial 21st Century delivery service environment. It is often said that "nice guys finish last." So do nice labor unions.

--Joe Golonka

Branch 2184 Contract Administration

Branch 2184 Web Site
www.nalc2184.org

- CSRS & FERS Annuity Payments
- Branch Calendar
- “FMLA” forms
- OWCP Information
- Carrier Pay Chart
- CCA Information
- 2184 Memo of Understanding
- National Agreement
- Grievance Forms
- Grievance Guidelines
- Grievance Issue Statements
- Defenses to Discipline
- JCAM, MRS, M-39, M-41
- Retirement Information

Stewards – the Backbone of the Union

Branch 2184’s legendary success with Contract enforcement during the past several decades is something about which we are justifiably proud. We have always taken a no-nonsense approach to representing the rights of our members through consistent and aggressive enforcement of the National Agreement, in contrast to a “go along to get along” approach that exists in some other places. Although we always attempt to mitigate issues before they become grievances, postal management’s continuing arrogance and disrespect for our members and their contempt for the labor contract that they signed means that grievances are typically an inevitable response to management’s behavior.

Pivotal to our success is the tireless work of your Branch 2184 stewards. NALC stewards have the

most difficult and usually thankless job in the union, hands down. These men and women voluntarily represent your interests in every aspect of the workplace environment, serving as frontline contract enforcers and investigators, and as advocates, defenders, counselors, and sounding boards, both on and off the clock. They are often subject to some of the worst disrespectful and retaliatory behavior by postal management. All of this is in addition to performing the daily duties of a letter carrier.

For many decades nearly every member of Branch 2184’s officer corps has begun their union career as a station steward. The work of an effective steward is both an art and a science, and it requires extensive and continuing training. The Collective Bargaining Agreement incorporates the provisions of numerous Postal Service handbooks and manuals as well as dozens of applicable laws. Some find that contract enforcement work is not for them, or that they must give greater priority to family obligations. And a few (just a few) get into the Union business for the wrong reasons. Eventually we get rid of most of those, although sometimes it takes a while. However, no matter what any personal circumstance might be, every minute served as a NALC steward advances our common cause.

So, have you thanked your steward lately? If not then do so, soon!

--Joe Golonka
Branch 2184 Contract Administration

Attend Your Branch Meetings

Next Branch Meeting

January 8th, 2025

7:30 pm @ Union Hall

Next Retirees Meeting

January 9th, 2025

12:30 pm @ Union Hall

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



The Branch 2184 Officers and Stewards would like to extend to you and your families best wishes for a happy and joyous holiday season and a healthy, happy and prosperous new year.

May you enjoy all the blessings of peace and liberty, and the benefits of the special strength that flows from solidarity.

