



# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

March/April 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:**

June 7th, 2017  
July (no Meeting)  
(7:30 p.m. - Union Hall)

**Retirees Meetings:**

June 14th, 2017  
July (no Meeting)  
(12:30 p.m. - Union Hall)

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## President's Report

### Contract Update

As this issue goes to press we still do not have a new contract with the Postal Service. Our current contract expired on May 20, 2016 and both parties have been working on a negotiated contract for over one year. I have been told that both sides continue to talk and are close but that no agreement has been reached. Please remember that while our current contract has expired, all provisions of that contract remain in force until a new agreement has been reached.

### EAP 4 You?

The month of April has been designated Employee Assistance Program (EAP) Awareness Month. The Employee Assistance Program covers all USPS employees and their families, including dependents. EAP offers many services to assist USPS employees and their families, ranging from counseling and consultations to coaching. If you are having issues with work stress, family parenting issues, anxiety, depression, alcohol or drug addiction or you are just feeling overwhelmed, EAP can help. Counselors are available to help meet your needs. Your contact with EAP and their counselors is strictly confidential and your privacy is protected by federal and state laws and regulations. For more information on EAP and the services they provide go visit their website at [www.EAP4YOU.com](http://www.EAP4YOU.com) or give them a call anytime 24 hours a day seven days a week at (313) 226-8430.

### Branch 2184 Scholarships

In this edition of the newsletter you will find an application for our 2017 Branch 2184 Scholarships. While we will be including it in future editions of the "Speaks" and on our Web Site [www.nalc2184.org](http://www.nalc2184.org) it's never too early to start planning. Here are a few pointers to remember: 1) four \$500 scholarships will be awarded, 2) an applicant's parents or

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### Officers

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



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

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

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

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

### Stewards

Belleville.....	Gregory Bodziak
.....	Bryon Hendricks (alt)
Dearborn (Main) .....	Darryl Clay
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 Bays (alt)
.....	Valerie Watkins (alt)
Plymouth.....	Heather Childers
.....	Kristie Nelson (alt)
.....	Tamara Bosman (alt)
Rockwood.....	Gloria Warthen
Taylor.....	Michele Szafran
Temperance.....	313-295-1640
Trenton.....	Casey Pennington
.....	Tracy Mitchell
Westland .....	Walter McGregory
.....	Felicia Bryant
.....	Katrina Jones
.....	Vina Stacy (alt)
Canton.....	Lois Fritz (alt)
Ypsilanti .....	Mike Tredway
.....	Paul Bordine
.....	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

guardians must be members in good standing, 3) applicants must be enrolled or entering an eligible school either full or part-time in the fall of this year, 4) applications must be received at the Branch office by September 25, 2017. For more detailed information regarding our higher learning scholarships please check out the application to see if your family member qualifies.

## Picnic Time!

Our Branch 2184 picnic planning has begun! Get ready to pack up the family and to head over to the grounds of the Branch office for a day of fun and festivities. Circle the date on your calendar - Sunday June 25, and pack the sunblock! This day of family fun is free to all our members and their families. I would also like to extend a special invite to our CCA Brothers and Sisters and their families to attend and to join in the fun. Hope to see all of you there!

-- Mark Judd  
President

# EVP's Report

## FMLA

Attendance-related discipline is on the rise throughout our Branch 2184 - represented offices. I strongly encourage you to get FMLA coverage for qualifying absences to protect yourselves from unwarranted disciplinary actions.

FMLA stands for **Family Medical Leave Act**; a Federal Law passed by Congress in 1993 and signed by then President Bill Clinton. The Family and Medical Leave Act or FMLA guarantees eligible letter carriers up to 12 weeks of leave each postal leave year for absences from work caused by your own qualifying medical conditions or those of a covered family member.

The FMLA also guarantees eligible letter carriers up to 26 weeks of leave in a single 12-month period to care for a "covered service member" with a

"serious injury or illness" if that service member is their spouse, son, daughter, parent, or next of kin.

The FMLA guarantees time off, whether paid or unpaid. Management is prohibited from using FMLA-protected absences in attendance-related disciplinary actions or for any reason that adversely impacts a letter carrier's contractual rights such as seniority, job-bidding, and consideration for a transfer. The type of leave chosen by the employee for qualifying absences depends on the reasons for the leave, an employee's earnings and the applicable postal leave regulations.

The FMLA applies to all Postal Service employees that have worked for the USPS for at least one year and that have at least 1250 work hours during the 12 months immediately preceding the request for FMLA leave. Postal Service regulations implementing the Act are found in Employee and Labor Relations Manual (ELM) Section 515. The law entitles eligible employees to take up to 12 workweeks of job-protected absences during a 12-month period as defined by the employer (the Postal Service has selected the postal leave year which begins with the first full pay period that begins in a calendar year and ends with the start of the next year). FMLA-protected leave may be taken for one or more of the following reasons:

- The birth of an employee's child and the care of that child during the first year after birth. Circumstances may require that leave covered by FMLA (herein referred to as "FMLA leave") begins before the actual date of birth of a child, i.e. for prenatal care or if the mother's condition prevents her from performing the functions of her position.
- The placement of a child with the employee for adoption or foster care. The employee may be entitled to FMLA leave before the actual placement or adoption of a child when, for example, the employee is required to attend counseling sessions, appear in court, or consult with attorneys or doctors representing the birth parent prior to placement. FMLA coverage expires one year after the date of the placement.

- A serious health condition that makes the em-

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**EVP Report**

employee unable to perform the functions of the employee's job. An employee is "unable to perform the functions of the position" when his/her health care provider finds that the employee is unable to work at all or is unable to perform any one of the essential functions of the employee's position within the meaning of the Americans with Disabilities Act (ADA).

• To care for the employee's spouse, son, daughter, or parent who has a serious health condition. This requires medical certification that an employee is needed to care for a family member and encompasses physical care and psychological comfort and reassurance when the family member is receiving inpatient or home care.

If you need further assistance regarding FMLA, please see your steward or call the Branch 2184 Union office at 313 295 1640. An officer would be happy to assist you with your FMLA questions. The Union office is open Monday thru Friday 9am-5pm, but a Branch officer is often there as early as 7am and as late as 8pm for the convenience of our members.

**CCA UNIFORM BANK**

Thanks to all of the active and retired letter carriers that have donated to our CCA uniform bank. Almost on a daily basis of late, one or more new CCAs is coming over to shop at this uniform bank located at our Branch office. To participate, simply gather up gently used uniforms and postal gear, bring them into your office and give to your shop steward. He/she will make sure that the donation makes it over to the union hall. Your name will be mentioned in the next issue of the "Branch 2184 Speaks" newsletter. You can also stop in on your NS day and have a cup of coffee or soft drink and say hello to the officers working that day. If you are a retiree, stop in on any day during normal business hours.

Again, thanks to everyone who has participated thus far to our CCA Uniform Bank, and please

continue to make those donations as there are constantly new CCA union brothers and sisters that need these uniforms and gear.

**CUSTOMER CONNECT**

Since mid-2003, letter carriers have successfully used Customer Connect to take advantage of their special relationship with businesses, by encouraging business patrons to ship with the U.S. Postal Service instead of with a competing private delivery service.

If you have been a part of the program that has generated over \$2.2 **BILLION DOLLARS** so far, give yourself a pat on the back. Customer Connect is \$763 Million shy of reaching the **\$3 BILLION DOLLAR MARK**. With contract negotiations still going on (as of the time this is written), our National President and the executive staff is using this money that letter carriers like you from all around the country have helped raise for the Postal Service as a key negotiating tool in our next contract. See your steward or Customer Connect Coordinator for details on how to submit a new lead card, or call the Branch 2184 office.

Even if your lead doesn't turn into a sale for our employer, it may help get your office a breakfast paid for by the Detroit District. For further details please see your steward or Customer Connect coordinator.

In unionism,  
*Walt McGregory*  
*Executive Vice President*



**Happy Mother's Day**  
**May 14th 2017**

# VP's Report

## Letter Carrier Safety – Postal Management's Everyday Fraud

In the January/February 2017 issue of our Branch publication, Taylor shop steward and Detroit District Accident Reduction Committee member Michele Szafran wrote a timely article about the importance of seatbelt usage at all times by letter carriers. We in the USPS Detroit District are fortunate to have an active joint committee regarding employee safety issues. Over the years this committee has consistently been represented by both NALC and management representatives that truly do care about workplace safety and work proactively in this regard. They are serious about their work, and it shows.

Unfortunately, on the Postal Service side of that equation this is where their alleged commitment to workplace safety very abruptly ends. In the real world of day to day Postal Service operations at the station work floor level the personal wellbeing and safety of any individual letter carrier remains entirely irrelevant to the single-minded management obsession with "making the numbers." Most delivery supervisors could not care less about any aspect of letter carrier safety. Any pretense of a genuine "commitment" to safety by management at the station level is pure and utter crap.

As our active members know, all that actually does matter to management on the post office work floor is maintaining an incessant level of daily badgering and attempted intimidation of those that actually have real jobs and do the real work of the Postal Service. This is primarily because delivery supervisors do not actually perform any function whatsoever that is of tangible use or value to the organization. Letter carrier work is demanding but it is also straightforward in nature and it should be entirely self-directed. Instead it is ridiculously micromanaged, which merely provides a phony premise for the existence of hordes of otherwise useless supervisory positions.

Our Branch's CCAs and our recently converted career letter carriers quickly learn that most

members of management will lie, cheat, and steal to accomplish their numbers-driven mission. (See the article about wage theft which appears elsewhere in this issue of our Branch publication). Our more veteran letter carriers have known this for years, as this is a consistent aspect of the long-established disrespectful, antagonistic, and bullying Postal Service workplace culture that has been created and is maintained solely by its management.

Letter carrier injuries are in fact merely an inconvenience for postal management and as such a cause for phony disciplinary retaliation and the obstruction of an injured carrier's rights and benefits under the Federal Employees Compensation Act. **It is transparently obvious that the real USPS strategy is to do everything possible to discourage the reporting of employee injuries rather than actually working to promote a safe working environment and safe work practices.** Hence, they engage in inane and even absurd responses such as taking pictures of an injured letter carrier's shoes, while typically demonstrating utter incompetence with even basic injury compensation procedures.

## Taking Personal Ownership of Your Safety

Those half-hearted and insincere "safety talks" you hear on the work floor? Those only occur because it enables local management to falsely claim an active interest in safety. Meanwhile, the delivery supervisor is really only concerned about how the time used for a safety talk is going to impact office time "numbers." However, what is the one critically important thing that you will NEVER hear in a safety talk? That's right – you will never hear management telling letter carriers to do the one single thing that matters above all else to avoid accidents and injuries, which is to work at a pace where the carrier has full situational awareness and is entirely in control of his or her work environment at all times.

Why is this? Because to management, the promotion of such common sense work practices is tantamount to telling badgered and intimidated letter

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**VP's Report**

carriers to slow down. However, this really only means working at an efficient but controlled pace where a letter carrier can properly respond to or entirely avoid hazardous situations that lead to accidents and injuries. Sadly, this sensible approach to safety appears to be a completely unacceptable, even evil concept in management's obsessive numbers-driven universe.

Timely and efficient delivery of mail and the safe delivery of mail are NOT mutually exclusive concepts. However, overly rushed and hence inattentive delivery of mail is guaranteed to result in accidents and injuries. A letter carrier on a park and loop assignment that is badgered to walk across uneven and hazard-filled customer lawns while fingering mail their next delivery will NOT see the hole in the lawn (or the animal waste) in front of them or the dog approaching them. A letter carrier on a curblin (mounted) route that is driving with mail in their hands or their lap is much less able to respond to a quickly developing traffic hazard such as a child running out in front of them.

It simply comes down to taking personal ownership of your work and your safety while working. Remember that despite their daily browbeating of letter carriers to achieve computer-generated fantasy numbers, management CANNOT instruct a letter carrier how long it will take him or her to complete their assignment. Yes, they can instruct a carrier to work eight hours or to return at a specific time, or authorize overtime or even give you a so-called "pivot." However, the time that is actually necessary to complete all assigned duties is ultimately determined each day ONLY by the letter carrier, never by management. **It takes what it takes, no more and no less.** Delivery assignments do have assigned schedules, but no two days are ever the same.

Given the callous and bullying work environment that letter carriers must deal with, a personal commitment to safe work practices each day is essential, but not because this matters to your supervi-

sor. With few exceptions, it does not. Instead, do this only for those that are much more important in your life, starting with the man or woman in your mirror whose work is the reason for the world's best postal delivery service.

-- Joe Golonka  
Vice President



# INJURED AT WORK? WHAT YOU SHOULD KNOW

- Report the injury to your supervisor and **IMMEDIATELY request and complete OWCP form CA-1.**
- On the OWCP form CA-1, write the details of the injury on line #13. **Be sure to be as specific as possible, i.e. time and location, and that you were performing the duties of your employment.**
- On the OWCP form CA-1, check Box "a" on Line 15. This notifies management that you want your regular pay continued during any work loss resulting from the injury for a period of up to 45 calendar days. There is a 3-day "waiting period" before the continuation of regular pay begins, where the injured letter carrier can use sick leave, annual leave, or leave without pay at their choice.
- Make a copy of the CA-1 prior to submitting it to management. **Be sure that the supervisor signs and dates the receipt attached to the CA-1 and gives it to you. This is mandatory!**
- **Always notify the Union – your Steward and/or the Branch 2184 office as soon as possible.**
- If medical treatment is necessary, first obtain OWCP form CA-16 from management and then go to the physician or medical care provider **of your choosing**. Be aware that the physician must be willing to work with a **Federal Employee Workers Compensation Claim**. The State of Michigan worker's compensation laws and procedures do NOT apply in any manner to USPS employees.
- If your physician is unavailable or unwilling to treat you or if emergency treatment is necessary, management may send you to a designated "contract" facility or emergency treatment facility for initial evaluation. **However, you should schedule all follow up treatment and testing with your own physician or medical care provider whenever possible.**
- **If choosing a USPS contract facility, do NOT provide them with your personal information or your own health insurance information.** Neither you nor your health insurance provider is responsible for any costs or charges related to your care for a job-related injury.
- **Regardless of where you are treated, be sure that you immediately provide the OWCP Form CA-16 to the doctor or medical staff.** They are required to complete the attached medical report, and detailed instructions regarding billing and related information also accompany the CA-16.
- If you choose to continue treatment with a USPS contract physician or facility, be aware that they WILL become the "doctor of record" for your injury claim. **Keep in mind that it is much more likely that YOUR physician will treat your injury with your best interests in mind.**
- Keep the USPS informed about your availability and restrictions for work. Diagnosis and treatment information are protected and confidential between you, your medical care provider and OWCP. Do NOT disclose this information to management. Management does have the right to offer work available within your medical restrictions, and you have the obligation to accept this work if it is deemed medically suitable by your physician.
- Never discard ANY correspondence related to your injury claim, including bills and all information received from either the Department of Labor (OWCP) or the USPS. If OWCP wants additional information about your injury, respond directly to them, NOT through management.
- **Finally, do NOT confuse the USPS Injury Compensation (HRM) office with the Department of Labor's Office of Workers Compensation (OWCP). The USPS Injury Compensation office has NO authority to approve or disapprove ANY aspect of your claim.** ALL decisions are made by OWCP's claims examiners and are based on the factual and medical information provided in support of the claim.

# Branch 2184 2017 Scholarship Application

## Qualifications:

1. Must be a dependent child of a Branch 2184 member in good standing (active or retired) or a child of a member now deceased.
2. Applicant's parent must be a member in good standing of Branch 2184 for at least one (1) year prior to making application, with the exception of children of members now deceased who were previously members in good standing of Branch 2184 at the time of their death.
3. Must be a high school senior, high school graduate, GED recipient, or attending college or technical school (undergraduate) at the time of submitting the application, and attending an eligible school in the fall. \*\*
4. Only one application per child per year. Only one scholarship per family will be awarded each year.
5. Student must have maintained a 2.0 grade point average or above. A copy of grade transcript or equivalent must accompany application for scholarship.
6. If the NALC parent of a successful applicant is suspended by the Branch or makes an application for a supervisory position before monies are paid, the scholarship will be cancelled. Children of members who have applied for a supervisory position are excluded from making application for two (2) years following withdrawal of the supervisory application.
7. Students with full scholarships are not eligible.
8. Eligible schools: accredited and licensed colleges, trade schools, community colleges and schools of higher education only. The institution's eligibility shall be determined by the scholarship committee.
9. All decisions of the scholarship committee will be final.

**\*\* TO BE ELIGIBLE TO APPLY FOR THIS SCHOLARSHIP YOU MUST BE ENROLLED IN OR ENTERING AN ELIGIBLE SCHOOL FULL OR PART-TIME IN THE FALL OF 2017.**

## Awards:

1. The scholarship committee shall award the scholarships by random drawing of all eligible applicants.
2. Scholarships will be on a yearly basis and will be awarded at the October monthly meeting.
3. Scholarships will be awarded in allotments of \$500.00. Four (4) scholarships of \$500.00 shall be allocated.
4. Four (4) alternates will be selected in the event that any scholarship winners are later ruled ineligible. The alternates' names will not be disclosed.
5. The scholarship will be disbursed to the student when a copy of a receipt for tuition, room and board, or books is provided to the committee. The student must be full-time or part-time as established by their school or college.

Member's Name:		Member's Phone Number:	
Member's Station:			
Applicant's Name and (Date of Birth):		Name of School:	
Address:		Address:	
Signature of Member:		Date:	
Signature of Applicant:		Date:	
Signature of Steward or Officer:		Date:	

**THIS APPLICATION  
MUST BE MAILED TO  
THE FOLLOWING  
ADDRESS:**

SCHOLARSHIP COMMITTEE  
BRANCH 2184, NALC  
6969 Monroe  
Taylor, MI 48180-1815

**Applications  
Must be Received by  
SEPTEMBER 25, 2017**



## Contract Corner:

**Q: How is the amount of annual leave that letter carriers earn determined, and how much annual leave can a career Letter Carrier carry over into the next leave year?**

**A:** Fulltime career letter carriers receive annual leave based on their years of creditable service, per the provisions of the Employee and Labor Relations Manual (ELM) section 512.311. There are three categories of annual leave earnings. Additionally, in accordance with the section 512.231 of the ELM, active military service is also counted when computing the years of service that determine the annual leave category.

In accordance with section 512.312 of the ELM, letter carriers with less than 3 years of creditable service receive 4 hours of annual leave for each full biweekly pay period, which equates to 104 hours or 13 days during a 26-pay period leave year. Letter carriers with more than 3 years of creditable service but less than 15 years receive 6 hours of annual leave for each full biweekly pay period plus 4 additional hours in the last full pay period in the calendar year for a total of 160 hours or 20 days per 26-pay period leave year. Letter carriers with 15 years or more of creditable service received 8 hours of annual leave for each full biweekly pay period for a total of 208 hours or 26 days per 26-pay period leave year.

The maximum number of annual leave that can be carried over by USPS Bargaining Unit employees, including letter carriers is 55 days or 440 hours per the ELM section 512.321.a. Leave in excess of 440 hours at the end of a leave year is forfeited. However, Article 10, section 3.B of our Collective Bargaining Agreement states that "Care shall be exercised to assure that no employee is required to forfeit any part of such employee's annual leave. Additionally, Item 4, section 7(a) and Item 12, section 2(a) of our Branch 2184 Local Memorandum of Understanding both state that "The employer shall not cause any employee to forfeit accumulated annual leave in excess of 55 days. In general, in order to successfully claim that it was USPS management

that caused a forfeiture of annual leave, a letter carrier would have to provide proof of repeated attempts to use this leave (PS Forms 3971) that were denied by management.

**Q: I lost my Postal Service Employee Badge and Management told me that I had to pay for a new one. Is that right?**

**A:** No, in most instances a letter carrier that loses their USPS employee badge has no obligation to pay for a replacement. The applicable Contractual provisions are found in Article 28, section 3 of the Contract, which states that "an employee shall not be financially liable for any loss or damage to Postal Service property, including vehicles, unless the damage resulted from the willful or deliberate misconduct of the letter carrier." Thus, unless management can prove that the carrier engaged in willful or deliberate misconduct that directly led to the loss of the badge, they have no standing to charge the carrier for a replacement.

Additionally, the provisions of Article 41, section 3.E of the Contract state that "When the Employer requires the use of certain supply items for the proper performance of a carrier's functions, such items will be supplied by the employer." Although this provision normally applies to such items as pens and dog spray, employee badges are also required for the proper performance of a letter carrier functions and as such are solely the responsibility of the Postal Service to provide.

**Q: I was off work for several months due to an injury. Did management have to notify me of any assignments that were posted for bid in my station?**

**A:** This subject is addressed in both the Collective Bargaining 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

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bids from the craft employees shall be mailed to the employee by the installation head." This same language also appears in Item #22, 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 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 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.

**Q: I am a T-6 carrier and I signed the Work Assignment Overtime List. Am I entitled to work overtime on any of the five routes on my T-6 string?**

**A:** A Carrier Technician (T-6) carrier that has signed the Work Assignment Overtime Desired List is considered available for overtime on any of the routes on their string. This is applied as follows, per the Joint Contract Administration Manual (JCAM) discussion of Article 8 section 5.G of our Contract: A T-6 that has signed the Work Assignment Overtime list has both the right and the obligation to work any overtime that occurs on any of the five component routes on a regularly scheduled day. When overtime is required on the regularly scheduled day of the route of a carrier that has signed the regular Overtime Desired List and whose T-6 is on the Work Assignment Overtime List, the T-6 is entitled to work the overtime. When overtime is required on the regularly scheduled day of the route of a carrier who is on the Work Assignment List and whose T-6 is also on the Work Assignment List, the regular carrier on the route is entitled to work the overtime.

Finally, a reminder that signing the Work Assignment Overtime list does not entitle or require a

carrier to perform any work on a nonscheduled day, unless this is a result of a holiday scheduling process which is entirely distinct from Contractual overtime rules. Additionally, there is no requirement for management to provide equitable overtime hours and opportunities among those that have signed the Work Assignment Overtime list.

**\*A Note of Correction:** In the January/February 2017 issue of our Branch publication, a "Contract Corner" question and answer regarding Jury Duty noted that USPS employees can temporarily change their work schedules to conform to Court service requirements. However, this information inadvertently identified the schedule change form as a PS 3971, which is the form for leave requests. The actual form number for a temporary change of schedule is a PS 3189.

### 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.



# SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using your retirement **ANNUITY**

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

## Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

## Enroll Online

1. Go to [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov)
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

## Enroll by Mail

Complete this form and send to:

NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, \_\_\_\_\_ (your name) wish to contribute to the Letter Carrier Political Fund. I

authorize the Office of Personnel Management to withhold the amount below from my *monthly* annuity payments:

\$25  \$20  \$15  \$10  \$5  Other: \$\_\_\_\_\_ (Maximum amount per year is \$5,000) and forward that

amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Full Name (please print): \_\_\_\_\_ Branch: \_\_\_\_\_

CSA or Social Security Number: \_\_\_\_\_ Phone: \_\_\_\_\_

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 guideline amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. 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.

## Wage Theft - Are YOU Aware?

Recently in one of our Branch 2184-represented offices we caught management (again) engaging in wage theft from a letter carrier by altering and falsifying time data. If this was but a rare and isolated incident, it would still be an egregious act committed by Postal management. Unfortunately this is anything but rare, and during the past few decades your stewards and Branch officers have repeatedly caught management stealing wages from hard-working letter carriers. Moreover, rampant wage theft has been and still is a widespread problem throughout the Postal Service in the United States, and that is just the countless times that management employees have actually been caught cheating craft employees out of pay.

Wage theft is also a widespread problem with other employers both large and small throughout the United States. Reliable statistical information indicates that hundreds of millions of dollars of wages

are stolen annually from American workers, according to the United States Department of Labor and the Economic Policy Institute. Recognizing the seriousness and rampant nature of this problem, the Obama administration while still in office developed and implemented new rules with the Department of Labor. These rules helped to make it easier for American workers and their representatives such as labor unions to document wage theft committed by employers and to timely pursue legal remedies to restore stolen wages.

Unfortunately for workers in the United States there is a bad new sheriff in town, and it seems that every few days another attack on American workers and their families is perpetrated by the Republican-controlled United States Congress and the current occupant of the White House. One of these recent attacks came in the form of an arcane legislative maneuver by the GOP-controlled Congress, which outright rescinded the Obama administration rules created to help protect workers from wage theft. The legislation was quickly signed by the current President, much to the delight of compa-



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### **Contact Your Brookfield Representative!**

**Robert Kreager**

Branch 2184 Retired

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nies large and small intent on cheating their employees out of pay for work performed.

Thus, it's back to the bad old days in terms of wage theft from workers in the United States. So what should you do? If you do not already do so, keep your own careful records of the exact amount of time you spend on the clock at work EACH DAY. Be in the habit of always matching up your work hour records with those appearing on your pay stub, data which can be and should be reviewed on Lite Blue each pay period. Immediately report any discrepancy to your steward, who will investigate and request pertinent information that can be matched up with your records. Fortunately, there are ways of detecting altered and falsified time records.

Finally, it is a sad commentary on the state of the Postal Service that wage theft and similar management behavior is so common. However, this is the inevitable result of a poisoned corporate culture in the USPS where management employees are pressured from above to make the numbers at all costs even if this means stealing hard-earned wages from craft level employees. A charge of falsification of time records is very serious will always result in attempts to remove a craft level employee from the Postal Service. However, with management it just might get them promoted.

-- Joe Golonka  
Vice-President

## Death and Retirement Fund

The Branch 2184 Death and Retirement Fund is established for the purpose of paying benefits upon death or retirement of a regular member. *Article XII Section 4 (b) and 4 (c) of our Branch By-Laws reads in part: Upon death of a regular member, a total of \$500 will be paid to the designated beneficiary. Regular retirement benefits of \$500 will be paid to any member in good standing who has completed **fifteen years** of continuous membership immediately preceding their retirement, and who is eligible for a*

*regular Civil Service Annuity and/ or Federal Retirement System benefits. In order to receive this regular retirement benefit the member Must complete form 1189.*

In order to receive death or retirement benefits, any applicant must submit to the Branch either a death certificate, a properly executed USPS Form 50 or other indisputable evidence of death or retirement. The easiest and quickest way to provide the documentation needed is to provide a copy of your PS Form 50. It will be mailed to you upon your retirement and it will show your last day in a pay status. When you receive your PS Form 50 contact the Branch. The Branch needs a copy of this form and a completed 1189 to begin the process. You can either mail a copy or bring in your original to the office and we will make a copy for our records. Once the paper work has been processed you will receive a letter from the Branch asking if you will be available to attend our next Branch meeting to receive your benefit or would like to have it mailed to you. If you choose to attend the Branch meeting you will be presented your benefit check and retirement pin. Please note if you retire during the summer months, you will be asked to attend the September meeting.

All Branch 2184 members are eligible for either the retirement or death benefit. CCAs are not eligible for the retirement benefit because they currently are not eligible for a postal service retirement. All Branch members are urged to keep their D & R card information current and up to date, including making sure the proper beneficiaries are listed. If you have any questions please contact the Branch office

-- Catherine Tondreau  
Financial Secretary Treasurer

**Branch 2184 Web Site**  
**[www.nalc2184.org](http://www.nalc2184.org)**

Retirement Publications  
OWCP Information  
Branch Calendar

# 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

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- ✓ Mark Cornett
- ✓ Sherry Garcia
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- ✓ Mark Judd
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- ✓ Roderick Lelental (R)
- ✓ Melvin MacDonald
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- ✓ Erik Venzke

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- ✓ Elizabeth Bays
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- ✓ Valerie Watkins

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- ✓ Tiffani Howell (R)
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- ✓ Gary Macioce
- ✓ Kristie Nelson
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✓ Check mark indicates you are signed up for automatic contributions.

R - Indicates retired members.

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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 **Fred Hepburn** (Taylor retired), **John Czuchrak** (Dearborn Hgts retired), **Tom Rauch** (Taylor retired), **Bob Venning** (Plymouth retired), **Dave Smith** (Dearborn Annex retired), **Jason Josaitis** (Taylor) for their donations.

Lets make our new members feel welcome.

For more information call  
**313-295-1640**

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# Annual Branch Picnic

## Sunday, June 25th

On Sunday, June 25, 2017, from Noon – 6 p.m. Branch 2184 will once again host a picnic for our members and their families.

There are activities planned for children of all ages, including a dunk tank, inflatables and pony rides. The picnic will be held on the grounds of the Branch 2184 Office at 6969 Monroe Street in Taylor (just north of Ecorse Road). This day of family fun is free to all members and their families.



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

**Circle Sunday, June 25th on your calendars and make plans to attend!**



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