

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2010

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:
January 5th, 2011
February 2nd, 2011
(7:30 p.m. - Union Hall)

Retirees Meetings:
January 12th, 2011
February 9th, 2011
(12:30 p.m. - Union Hall)

In this issue:

Presidents Report	1-3
EVP Report	3-4
Contract Corner	4-5-6
Convention Reports	6-7-8
NBA Greeting	9
COLCPE	10
Happy Holidays	12

President's Report



Walt McGregory wins Fred Herman Award!

Congratulations Walter! The Michigan State Association of Letter Carriers has selected Walter McGregory as the 2010 Fred Herman NALC Steward of the Year. Christmas came early for Walter this year as he received the award at our December 1 Branch meeting. (Pictured above is Walter receiving the award from Michigan State Association President Dan Florkowski along with Branch President Mark Judd). Each year the State Association selects a Steward of the Year. Our Branch now has had the honor of having three Fred Herman award winners!

Each Branch President is asked to nominate a worthy recipient for the award. The Branch President must write a short essay explaining why he or she believes that the steward deserves the award. Included in the explanation are examples of the steward's demonstrated contractual knowledge and how the steward communicates effectively with both the membership and his management counterparts. Also taken into consid-

(Continued on page 3)

Officers

President	Mark Judd
Executive Vice President	Jim Wolstencroft
Vice President	Carol Clark
Recording Secretary	Cindy Trzeciak
Financial Secretary Treas	Cathy Tondreau
Sergeant at Arms	Walt Gregory
Health Benefits Rep.....	Jim Powell
Retirees Officer	Leonard Zawisa
Trustee	Patricia Linna
Trustee	Gloria Warthen
Trustee	Casey Pennington
Editor	Leonard Zawisa
Branch Scribe	Joe Golonka
Web Site Design	Jim Hales
Injury Compensation	Joe Golonka

Stewards

Belleville.....	Bruce Prevost
.....	Gregory Bodziak (alt)
Dearborn (Main).....	Darryl Clay
.....	Jacqueline Wiggins
.....	Ed Williams (alt)
Dearborn (Annex).....	Melvin MacDonald
.....	Roderick LeLental
.....	Tom Klecha (alt)
Dearborn Heights.....	Jim Hales
.....	Chris Tostige
.....	James Wolstencroft (alt)
.....	Denise Viola (alt)
Dundee.....	Deborah Standifer
Flat Rock	Gloria Warthen
Grosse Ile.....	313-295-1640
Inkster	Bryon Hendricks
Lincoln Park	Dave Reise
.....	Scott Watts
Monroe	Erik Venzke
.....	Chris Carmon (alt)
Northville.....	Bridgette Sams
.....	Beth Maleszewski (alt)
.....	Jim Holland (alt)
Plymouth.....	Don Oziemski
.....	Dan Marek
.....	Bob Venning (alt)
.....	Patricia Linna (alt)
.....	Heather Childers (alt)
Rockwood.....	Gloria Warthen
Taylor	Bob Parisi
.....	Andrea Smith
.....	Michele Szafran (alt)
Temperance	313-295-1640
Trenton	Casey Pennington
.....	Anthony Conley
.....	Gwen Heffinger (alt)
.....	Dennis Lucas (alt)
Westland	Walter Gregory
.....	Joan Hicks
.....	Ted Gagnon
Canton.....	Dianne Campbell
.....	Lois Fritz
.....	Kathy Hayes (alt)
Ypsilanti	Rick Rider
.....	Mike Tredway
.....	Alan Grajczyk (alt)
.....	Malcolm Muscato (alt)



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.

Address Correction Requested

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(Continued from page 1)

President's Report

eration is how the nominee sets a good leadership example by protecting and promoting a positive image of the NALC through his or her participation in NALC meetings and activities. The activities include such things as phone banking during election years, Labor Day participation, attendance at seminars and training, and how the nominee supports and promotes COLCPE.

Our nominee met all the qualifications and then some! Walter has served for over ten years as a Branch 2184 Steward and or Step A designee in the Wayne/Westland/Canton Installation. I have also assigned Walter to represent the Branch at the formal Step A level in some of our other offices. This year Walter went to the NALC Leadership Academy and was our first branch member to be chosen. He successfully completed his course at the academy and is currently mentoring young stewards who are just starting their Union careers. Walt is very active here at the Branch, working as our COLCPE coordinator, and volunteers for all Branch and NALC events. Needless to say we are very proud of Walter and what he has accomplished in such a relatively short period of time. Keep up the good work, Walt, and congratulations once again!

Step B Training

Congratulations also go out to Casey Pennington, who was chosen to receive Dispute Resolution Process Step B training this last November! Casey was selected by our National Business Agent Pat Carroll to receive this training. She successfully passed her training and has been scheduled to fill in for a week as a DRT team member. Casey currently serves as a steward in Trenton as well as our Step A designee, and she has done an outstanding job representing her carriers. Along with her representational duties Casey also serves on our Branch Executive Board as a Trustee and is part of the Joint Route Adjustment Team. Casey is also

very active in the Branch affairs and never hesitates to volunteer or get involved in a Branch activity or project. We are all very proud of Casey and the good things she has accomplished in her Union career.

Seasons Greetings

I would like to wish you and your families a very happy holiday and a healthy and prosperous New Year!

On a more personal note, I would like to thank each and every one of you for the kindness and generosity you have shown my sister Andrea over the past year. While she continues to battle the disease that has gripped her, your support and prayers have helped lift her spirits and given her the strength to continue on. For this my family and I are truly grateful.

-- Mark Judd
President

EVP's Report**What a year, but wait till next year**

This year has been one of the most trying years in Postal Service history, even when we were called U.S. Postal Department (pre 1970). With continued withholding and downsizing, talk of reduced delivery days, one finds it hard to keep an optimistic attitude towards the job that we have.

Some just stand back and say they are going to do what they want anyway. While others will stand for what they believe is right and will fight on. The easy thing to do is nothing. The hard thing to do is to continue to fight those who believe that your just an overpriced federal employee and don't deserve what you earn. That fight is going to be hard for each and every one of us. I cannot stress enough that the bulls' eye is square on our backs and if *you* choose to do nothing than as a whole *we* will be weakened. So as tough a year as it was in

(Continued on page 4)

(Continued from page 3)

EVP Report

2010, look out for 2011. Contract talks are going to be the most difficult that the NALC has ever faced. I, for one, have the utmost confidence in our National Officers when they go to the bargaining table this upcoming year. It's the patience and will of the membership that has to be stronger than ever, and I know that the membership will respond. So together let's put 2010 behind us and look forward to what is shaping up to be an even more challenging year.

As I talk about our future let me say what I know about our present. Our Branch has some of the most dedicated union activist in the Labor movement. The leadership in our Branch is second to none and as a member I am very proud and honored to serve with them. From President Judd on down, I want to thank each and every one of you for what you do. I know that sometimes there is that disagreement or argument but that is what makes us stronger as a union. As a member I hope that you feel the same.

The Union Steward is the backbone of the NALC and for their efforts I take my hat off to each and every one of you. The Steward is the most thankless job in the Postal Service and the rewards are few, if any. So thank you Stewards for all your hard work and tireless effort in representing the membership of Branch 2184. As a member I hope that you feel the same.

For me, this is the time of year for reflection and to give thanks for what I have. It's also the season for giving. This is exactly what I'm doing, giving thanks to all that I have had the honor of working with. As a member I hope you feel the same.

To all the members of Branch 2184 I wish a very safe and joyous holiday season and a happy 2011!!

Faternally,

-- James Wolstencroft

Executive Vice President

**Contract Corner:**

Q: I was a T-6 carrier who involuntarily lost my assignment due to route adjustments in my office. Am I still entitled to T-6 level pay?

A: Yes, under the circumstances described above you are entitled to "saved grade," which is an indefinite continuation of T-6 level (CC-2) pay, per the provisions of Article 9, section 6 of our Collective Bargaining Agreement and USPS regulations found in the Employee and Labor Relations Manual, sections 421.531 and 421.532. This entitlement to continued CC-2 pay continues as long as the employee bids on any subsequent T-6 positions that are posted for bid in their own USPS Installation. Of note, the letter carrier in this instance need not be the *successful* bidder on any subsequent T-6 vacancies that are posted, but they must submit a bid in order to remain eligible for continued CC-2 pay. If you are a former T-6 who has involuntarily lost his/her bid assignment due to route adjustments or similar reasons, be sure that your pay has been continued at the CC-2 rate. If not, see your steward immediately.

Q: I turned in a copy of my medical documentation for my absence from work and my supervisor told me that the documentation submitted to management must be the original documentation from my doctor, and not a copy. Is this correct?

A: No, that is not correct. This is common but entirely bogus claim on the part of management in some offices. USPS regulations regarding employee medical documentation (ELM 513.364 and ELM 865.4) contain *no such requirement whatsoever*, nor is there any existing contractual or legal requirement that only original documentation must be submitted. In short, management is, as usual, simply making stuff up, and in doing so is imposing a requirement exceeds the scope of their authority. Of note, when submitting a copy of any documentation to management, be sure that it is legible.

Q: My doctor prescribed special shoes for me to wear at work. My supervisor told me that this means I must request "light duty." Is that correct?

A: No, that is not correct, and in fact it is wrong on several levels. First of all, all "light duty" requests, which are made under the provisions of Article 13 of the Collective Bargaining Agreement as well as items 15 – 17 of the Branch 2184 Local Memorandum of Understanding, **are voluntary on the part of the employee and cannot be compelled by management under ANY circumstance.** Additionally, "light duty" requests are only appropriate when an employee has medical restrictions which impact their ability to perform some of their regular duties. In instances where an employee can perform all of his/her duties 8 hours a day, 5 days a week, a "light duty" request is unnecessary and inappropriate for any reason. Common examples of situations where management often improperly attempts to require a "light duty" request are (but are not limited to): An inability to

work overtime (more than 8 hours a day or 5 days a week), the use of a satchel cart, uniform changes such as special shoes, and the need to take medication while working. **None** of these situations properly warrants a "light duty" request on the part of the employee because none of them affect the employee's ability to perform their regular letter carrier duties.

Q: I became an unassigned regular carrier because my assignment was abolished. Am I still entitled to a regular permanent schedule and a rotating nonscheduled day?

A: Yes, you are entitled to maintain both a regular permanent fixed schedule and a rotating nonscheduled day. Article 7.1.A.1 of our Contract requires that all fulltime regular carriers have established permanent regular schedules. If management schedules you to come to work at a different time, they must pay you either out-of schedule pay or overtime pay (depending on when you were noti-

(Continued on page 6)



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Branch 2184 Retired

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fied of the temporary change) for the time worked outside of your established regular schedule. Additionally, in accordance with Item 2 of Branch 2184's Local Memorandum of Understanding (LMU), ALL full time regular carriers, including all unassigned regulars, must be given a rotating nonscheduled day. Of note, if an unassigned regular carrier uses his/her seniority to opt on a temporarily vacant assignment (this is also known as a holddown), they assume the schedule of the opted for assignment for the period of the temporary vacancy.

Q: Are letter carriers that suffer frostbite while delivering mail eligible for worker's compensation (OWCP) benefits?

A: Yes, frostbite that occurs while delivering mail is considered a job-related traumatic injury and should always be reported on form CA-1. Frostbite and also heat-related illnesses that sometimes occur while delivering mail during the summer months are two of the most underreported job-related letter carrier medical conditions. It is *always* in your best interest to report any job-related injury or medical condition by utilizing OWCP forms CA-1 (traumatic injury) and CA-2 (occupational illness/disease). Branch 2184 provides competent and timely assistance regarding all injury compensation/OWCP issues for any member that requests it.

Anaheim 2010 Convention Reports

-- *Joan Hicks*
Steward Westland

I was a delegate to the 67th NALC Convention and would like to take this opportunity to thank my brothers and sisters for the experience. While you all were here sweating in mid 90's humid weather, I was enjoying 78 - 80 degree, sunny, no humidity weather in Anaheim, CA. Enough of that.

I did not mean to gloat but ...

Besides being in the midst of my union brothers and sisters came together for a common cause and that was to learn. I took a workshop on Contract Administration. It was an interesting session. Some recent arbitration cases were discussed as well as some of the pending arbitration cases. Due to time constraints and the complexity of some of the cases - FMLA, National Reassessment Process, JARAP, and Article 8 issues - were touched on. I did get some reading material where I could look up these things and more, on my own.

One of the other workshops I took was on stealing. Yes, stealing! Not stealing by one of our own, but by (gasp) management. Stealing our work-hours, overtime, office time, street time, etc. All to make their precious numbers and to operate within the "window". This was a real learning session. It taught how important it is to keep up with your workhours and clock rings, not only to get your correct pay and overtime, but to get the correct hours for street time, office time, and volume when route adjustments come around. Management can control this - if you let them. I learned what to look for as well as many of my fellow stewards. See your steward if you have any doubts about your hours, etc.

These were just two of the workshops that I took. We also learned a lot in the biggest pep rally ever - the convention floor. Upcoming contract talks were discussed, issues affecting offices big and small, introductions of our National Officers, COLCPE, MDA, etc. I met a lot of brothers and sisters from other States and Branches, I talked with the "bigwigs", I learned that we are in this thing together because we face the same problems and frustrations.

I also attended a Union Rally in Los Angeles. It was awesome. There were many unions represented - electricians, steel workers, utility workers, etc, but the sight of over 3000 letter carriers, all in blue T-shirts was a sight to behold. We supported our fellow unions and over ran the lawn to the LA

City Hall. We all came together for a common cause - JOBS. The other Union's message was no furlough days, no job cuts, no cut in pay. Our message is **5 day - The Wrong Way!!**

I learned and experienced so much more - some OWCP stuff, some retirement stuff, some file writing stuff - I would have to write a book to tell it all. I want to again thank you, my brothers and sisters, for this precious opportunity and can only hope that you will continue to have faith in me, as a steward, to go to other learning endeavors so that I can continue to serve you.

-- Jacqueline Wiggins
Steward Dearborn Main

Allow this to serve as a brief synopsis of my learning experience of the National Convention that took place in Anaheim, Ca. I took Contract Administration Unit Briefing Q&A, Article 12 Withholding and Excessing, Safety and Health, and NRP for Contract Enforcers.

In the Contract Administration unit briefing workshop there are a lot of national level settlements that are useful for everyday grievances. There is a lot of information that I can apply to my everyday grievances that are filed. I found the Q&A information on transitional employees very useful, being that Dearborn Main employs 10 TE's that have a lot of different questions daily.

In the Article 12 withholding and excessing workshop I found the information very helpful due to the current withholding and excessing that the Postal Service is under. I applied the information to a grievance that I filed and found that I needed to withdraw the grievance to protect the PTF employees that are at the Dearborn offices. Also, there

were a couple of excessed employees that were placed at the Dearborn Main office and the information that I received in the handout allowed me to become more knowledgeable about the process that they were going through and it also allowed me to better help the excessed employees.

When I went to the Safety and Health workshop I found it helpful and I learned that there are so many employees that are struggling with emotional stress that is caused not only by personal stress but stress that is caused by their workplace and work environment. I learned what to look out for when an employee may be faced with different adversities that may be caused by life, and they may need to seek alternate help from an outside entity that is provided by the Postal Service (i.e. EAP).

Finally, the National Reassessment Process workshop that I attended provided useful information for future employees that may be placed on the NRP list. There are currently no NRP employees at the Dearborn Main office so I was unable to apply what I learned from the workshop.

In short this convention was informative as well as inspirational. I walked away with a wealth of new knowledge that I can immediately apply to the base of information already provided through the years of working as union steward with Branch 2184. It inspired me to focus above and beyond my present levels of leadership to levels greater where the membership will gainfully reap better benefits.

-- Edward Sikora
Delegate Westland

This was my first national convention and it was very amazing to me not just the camaraderie from all of the union brothers and sisters, but also all of the speakers at the general session each day. I have learned so much from this experience.

I feel bad that I haven't been more involved in the union for most of my postal career. I have

(Continued on page 8)

Merry.
Christmas



(Continued from page 7)

Convention Report

learned that every single person does have the right to be heard, no matter what you have to say on any subject at all.

All of the morning and afternoon workshop classes were very educational and helpful in you job and your personal life. It was very interesting learning about all of the proposed resolutions and amendments.

I was able to talk to different delegates at the convention and compare what they got out of the workshops no matter if I went to the workshop or not. All in all this was a very educational, emotional and pleasurable experience that I hope to be able to be apart of again and again.

SEASONS GREETING

Brother & Sister letter carriers

The year we leave behind has strengthened us in many ways. Letter carriers are the messengers for this nation who perform a great service to our country. We are committed to providing the best mail service in the world. Together we can be proud of that accomplishment. I am honored to be able to represent all members in Kentucky, Indiana and Michigan. Your hard work and dedication to the NALC has continued to be an inspiration to me as your National Business Agent.

Reflecting on 2010, the KIM Region has been very successful because of our work with and for each other. We have also seen the change of leadership within the NALC and every member should feel confident that we have not lost a step in that transition under the lead of President Rolando. We have shared knowledge, exchanged ideas and enjoyed each others fellowship in true unionism. Our success could not have been achieved without your support and involvement.



The year ahead will undoubtedly present us with many challenges, but I am confident that we will be able to overcome those hurdles. This will occur because of how we and our predecessors have been able to develop our region into the most progressive and cohesive region in the country. We will continue to do what is right for our members, our customers and the Postal Service.

On behalf of Regional Administrative Assistants, Jeff Fultz, Troy Clark, Office Secretary Iris LeMelle, I want to wish your branch members and their families a joyous, safe and prosperous holiday season. May the spirit and tradition of the holidays renew and strengthen our commitment to each other in the NALC. May that same spirit and tradition touch each of us and may we come to know a peace and concern for each other as brothers and sisters in our great Union.

Happy Holidays

PATRICK G. CARROLL

*National Business Agent
Kentucky - Indiana - Michigan*



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gonna find out who's
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Congratulation to the following Branch 2184 carriers who turned in customer connect leads which turned into sales.

Paula Hall (Lincoln Park) - \$25,650.00

Ed Sikora (Westland) - \$12,000.00

Cecelia Burja (Lincoln Park) - \$12,729.00

Marie Shannon (Westland) - \$24,000.00

Jim Crossey (Plymouth) - \$13,260.00

Travis Hanson (Plymouth) - \$10,000.00

Gary Macioce (Plymouth) - \$11,000.00

Wanda Johnson (Dearborn Hgts) - \$48,000.00

Steve Miracle (Plymouth) - \$24,000.00

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Branch 2184 Web Site

www.nalc2184.org

Retirement Information

OWCP Information

"OWCP" Forms

Branch Calendar

"FMLA" forms

Online "SPEAKS" Newsletter

Steward Resources:

Grievance Forms

Grievance Guidelines

JCAM, MRS, M-39, M-41

2010 COLCPE Contributors

Belleville

- ✓ Gregory Bodziak
- ✓ Bruce Prevost

Dearborn Main

- ✓ Darryl Clay
- Robert Panchenko
- ✓ Daniel Smith
- ✓ Jackie Wiggins
- ✓ Ed Williams

Dearborn Annex

- Nancy Altman
- ✓ Timothy Bailey
- ✓ Michael Bergin
- Joe Garcia
- ✓ Mark Judd
- Thomas Klecha
- ✓ Roderick Lelethal
- ✓ Melvin MacDonald
- ✓ Carol Macieczni
- Rosemary Miller
- ✓ Karen Regentik
- Jerry Taylor
- Scott Wandyg

Dearborn Heights

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- ✓ Jim Hales
- ✓ Alan Swintek
- ✓ Christopher Tostige
- ✓ Denise Viola
- ✓ James Wolstencroft

Flat Rock

- ✓ Amy Degrand

Grosse Isle

- ✓ Kimberly Bumbul
- ✓ John Nellis

Inkster

- ✓ Bryon Hendricks

- ✓ Roy McMahan

Lincoln Park

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- ✓ Paula Hall
- ✓ Scott Watts

Monroe

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- ✓ Erik Venzke

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- ✓ Patricia Linna
- ✓ Gary Macioce
- ✓ Dan Marek
- Don Oziemski
- ✓ Rosales Ricky

Rockwood

- ✓ Gloria Warthen

Taylor

- ✓ Carol Clark
- ✓ Bob Parisi
- ✓ Andrea Smith
- ✓ Michele Szafran

Temperance

- ✓ Kari Guthrie

Trenton

- ✓ Anthony Conley
- ✓ Gwen Heffinger

- ✓ Dennis Lucas

- ✓ Casey Pennington

Westland

- ✓ Barnes Michele
- ✓ Lori Boljesic
- ✓ Byron, Kenyatte
- ✓ Wenoia Clark
- ✓ Ted Gagnon
- ✓ Joan Hicks
- ✓ Caprice Hughes
- ✓ Katrina Jones
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ Sharonlynn Rould
- ✓ Edward Sikora
- ✓ Raymond Tobin
- ✓ Vieceilli Tammy
- ✓ Amy Williams
- ✓ Calvin Winbush

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- ✓ Felicia Bryant
- ✓ Dianne Campbell
- ✓ Lois Fritz
- Kathryn Hayes

Ypsilanti

- ✓ Alan Grajczyk
- ✓ Kimika Griffin
- Mike Radecki
- ✓ Richard Rider
- ✓ Michael Tredway

Retired

- ✓ Mary Abbott
- ✓ Thelma Balogh
- Cary Black
- George Bolash
- ✓ Timothy Bowsher
- John Bostek
- ✓ Joe Golonka
- ✓ Karjala, Mike
- ✓ James Kelly
- William Lowe
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- William Mather
- John Meleski
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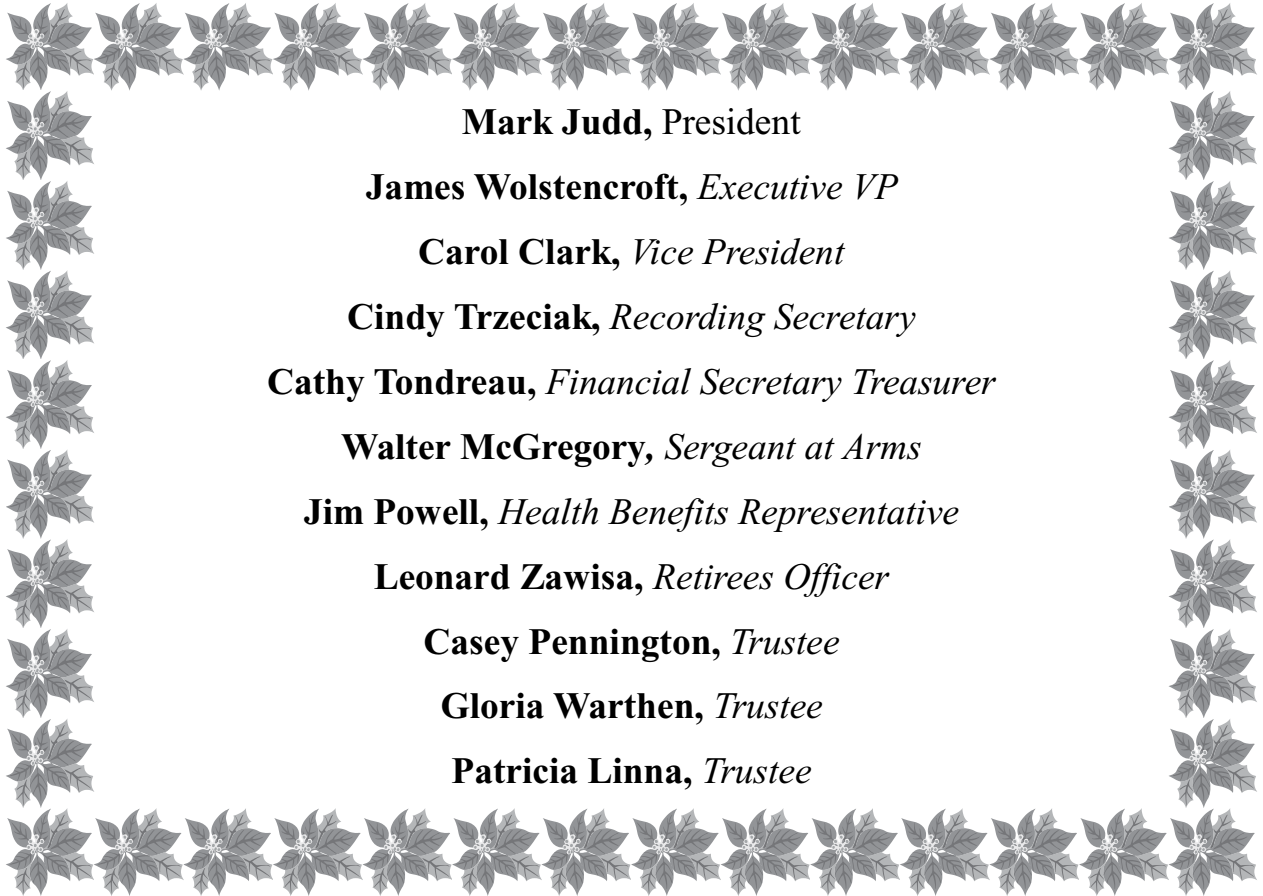
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The Branch 2184 Officers and Stewards would like to extend to you and your families best wishes for a happy and joyous holiday season and a healthy, happy and prosperous new year.

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



Mark Judd, President

James Wolstencroft, Executive VP

Carol Clark, Vice President

Cindy Trzeciak, Recording Secretary

Cathy Tondreau, Financial Secretary Treasurer

Walter McGregory, Sergeant at Arms

Jim Powell, Health Benefits Representative

Leonard Zawisa, Retirees Officer

Casey Pennington, Trustee

Gloria Warthen, Trustee

Patricia Linna, Trustee



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