



Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2018

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Western Wayne County, MI
National Association
of Letter Carriers
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Office Hours:

9:00 a.m. - 5:00 p.m.
Monday through Friday

Calendar

Branch Meetings:

January 2nd, 2019
February 6th, 2019
(7:30 p.m. - Union Hall)

Retirees Meetings:

January 9th, 2019
December 13th, 2019
(12:30 p.m. - Union Hall)

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President's Report Making Spirits Bright

As we go to press the U. S. Postal Service and Letter Carriers will be in the midst of another peak delivery season. This year, between December 17 and December 23, an astounding 3 Billion pieces of mail, greeting cards, and packages will be processed and delivered. The Postmaster General was quoted in a recent article in *The Wall Street Journal* projecting that the USPS will deliver 900 million packages between Thanksgiving and Christmas! While I am sure none of what I have just written is news to you, the point I am trying to make is how necessary the service we provide is to the American public we serve. Not just during the peak holiday season but every day. Letter carriers and the service we provide are truly the link between the USPS and the American public. While the load and expectations grow during this time of year it is very important we never lose the confidence or support of the public we serve. If we are to remain relevant in the "millennial generation" and a force in the delivery business we must continue to provide 1st class service that the American public has come to expect and deserve.

Congratulations

As of December 1st, we have a new National Business Agent for Region 6, he is Troy Clark. Many of you who have attended functions here at the branch have already met him on many occasions; Troy has served as a Regional Administrative Assistant here in our region since 2006. Congratulations Troy!

Happy Holidays!

As another year comes to a close on behalf of the Officers and Stewards here at the Branch I would like to thank you for all you do and I wish you and your families the happiest of holidays and a safe, healthy and prosperous New Year!

-- Mark Judd
President

Officers

| | |
|---------------------------------|----------------------|
| President..... | Mark Judd |
| Executive Vice President | Walt McGregory |
| Vice President | Joe Golonka |
| Recording Secretary | Jacqueline McGregory |
| Financial Secretary Treas | Cathy Tondreau |
| Sergeant at Arms | Scott Watts |
| Health Benefits Rep | Jim Powell |
| Retirees Officer | Leonard Zawisa |
| Trustee..... | Tim Bailey |
| Trustee..... | Gloria Warthen |
| Trustee..... | Felicia Davis |
| Editor..... | Leonard Zawisa |
| Branch Scribe..... | Joe Golonka |
| Injury Compensation..... | Joe Golonka |
| Injury Compensation | Michele Szafran |
| Web Page Design | Jim Hales |



Stewards

| | |
|------------------------|------------------------|
| Belleville | Bryon Hendricks |
| ..... | Greg Bodziak (alt) |
| Dearborn (Main) | Darryl Clay |
| ..... | Symone Coleman |
| ..... | Yvonne Jackson (alt) |
| Dearborn (Annex) | Melvin MacDonald |
| ..... | Jacqueline McGregory |
| ..... | Rose Miller (alt) |
| ..... | Tom Klecha (alt) |
| Dearborn Heights | Denise Viola |
| Dundee | Jacqueline DeWaele |
| Flat Rock | Lillian Bogosian |
| Grosse Ile | Christopher Biegalski |
| ..... | Kim Bumbul (alt) |
| ..... | Gloria Warthen (alt) |
| Inkster..... | Phil Ashford |
| ..... | Thad Dillard (alt) |
| ..... | Scherrie Lacey (alt) |
| ..... | Robert Clark (alt) |
| Lincoln Park..... | Scott Watts |
| ..... | Dave Reise (alt) |
| Monroe | Erik Venzke |
| ..... | Jacqueline DeWaele |
| ..... | Joshua Nagy (alt) |
| Northville | Valerie Watkins |
| ..... | Beth Bays (alt) |
| ..... | Jennifer Rake (alt) |
| Plymouth | Tamara Bosman |
| ..... | Diego Forshaw |
| ..... | Kristie Nelson (alt) |
| Rockwood | Gloria Warthen |
| Taylor | Michele Szafran |
| ..... | Scott Horn |
| Temperance | Jackie DeWaele |
| Trenton | Tracy Mitchell |
| Westland..... | Walter McGregory |
| ..... | Felicia Davis |
| ..... | Nakia Whitfield |
| ..... | Katrina Jones (alt) |
| ..... | Vina Stacy (alt) |
| ..... | Tyler Haverstick (alt) |
| Canton | Ramon Robinson |
| ..... | Lois Fritz (alt) |
| ..... | John Hite |
| Ypsilanti..... | Paul Bordine |
| ..... | Danita Smith |
| ..... | Alan Grajczyk (alt) |
| ..... | Rick Rider (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.

EVP's Report

Penalty Overtime Exclusion Period

It's that time of year again. The Postal Service is working letter carriers more hours than normal in the month of December due to the increase in packages. Thus, under the provisions of Article 8, sections 4 and 5 of our Collective Bargaining Agreement, penalty overtime is not applicable during the first four weeks of December. The dates this year are December 1st, 2018 until December 28th, 2018. Article 8 rules for assigning overtime work are still contractually enforceable daily during this time-frame, and if you feel that you have been aggrieved, ask to see your steward immediately.

Pay Upgrade/Consolidation

All career letter carriers (full time regulars and part time flexibles) as well as City Carrier Assistants (CCA) grade 1 city letter carriers have been upgraded to their equivalent step in grade 2. Carrier technicians, also known as T-6s, will receive an additional 2.1 percent of their hourly wages. This took effect as of November 24th, 2018 and will be reflected in your checks dated December 21st, 2018. The top yearly salary for a career city carrier after twelve years and four months of work is \$64,413.

CCA letter carriers will receive a 1.0 percent general wage increase in addition to the upgrade mentioned above, for a total of 3.1 percent increase also effective Nov. 24th, 2018.

There are still two Cost of Living Adjustments to be determined in this current contract and those dates are January of 2019 and July of 2019.

Installation of New National Officers

On December 1st, 2018, the 28 National Officers (Resident National Officers and Regional National Business Agents) that were elected by the membership were installed into their positions. These Officers will lead us for at least the next four years. A special thanks to the outgoing national officers that have retired. Thanks for all of your hard

work over the years and your dedication to NALC.

Safety

As the weather has changed from summer to fall, (and it feels like winter already) and we are preparing for another Michigan winter, remember to work safely. Make sure that you as letter carriers are wearing the proper work gear, multiple clothing layers for the cold weather, the proper foot wear for the walking conditions, and finally gloves and face mask to help prevent frost bite. We want you to go to your loved ones just the way you came to work. If you see a fellow carrier that is going out to the field and isn't properly dressed for the day and you have extra winter gear, I encourage you to loan that gear to that carrier. Remember, we were all once upon a time new to this job and didn't understand the safety aspect of delivering with the proper work gear on.

On behalf of all the officers and stewards of the branch and from my family to yours, happy holidays!

In unionism,

-- *Walt McGregory*

Executive Vice President

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.

CCAs please call prior to coming in 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

VP's Report

The Pay Grade

Consolidation Increase Explained

On Saturday, November 24, all city letter carriers employed by the United States Postal Service received a pay increase. This was a unique pay raise because it occurred through the consolidation of the two previously existing pay grades and designations for city letter carriers, previously known as grade one and grade two (CC-1 and CC-2). The newly consolidated pay grade is simply known as "City Carrier" and it is divided into three pay tables. Table 1 is for all carriers with a career appointment date prior to January 12, 2013, and Table 2 is for all carriers with a career appointment date on or after January 12, 2013. Table 3 is for City Carrier Assistants (CCAs).

The current 2016-2019 Collective Bargaining Agreement is the 14th negotiated by the NALC with the Postal Service since the legendary strike in March 1970. Each of these Contracts has resulted in wage increases for letter carriers as well as full or partial cost of living adjustments (COLA). However, only once previously (in 1999), had Postal Service letter carriers also received a grade increase as a result of Contract negotiations, thus making the most recent increase somewhat historic in nature.

To achieve the pay grade consolidation, all grade one letter carriers were upgraded to grade two pay levels and placed in their equivalent step (Step A through Step O). Existing grade two letter carriers, those holding bid assignments known as "T-6" or carrier technician positions, now have the same grade (CC) as their formerly grade one letter carrier coworkers. However, under the terms of the step consolidation increase, T-6 carriers will receive an additional 2.1% for all paid hours. In addition, all City Carrier Assistant (CCA) carriers received an additional 1% pay increase, in lieu of cost of living adjustments which CCAs do not receive.

There are several aspects of this to keep in mind. First and most importantly, ALL career letter

carriers now have a single pay grade. Thus, there will be no more "promotions" within the City Carrier craft. Instead, and as discussed above, those holding T-6 positions or that are successful bidders on vacant or newly created T-6 positions will also receive an additional 2.1% for all paid hours while remaining at the same grade as other letter carriers. For a T-6 carrier at Step O, this is an additional 65 cents an hour.

The additional pay for T-6 carriers in considered basic pay, and the higher rate will be utilized for all purposes of calculating benefits and additional compensation, including but not limited to overtime, holiday pay, Thrift Savings Plan contributions, and retirement. Finally, because of the additional 2.1% wage compensation, temporary T-6 vacancies of five days or more will continue to remain available to all letter carriers in that delivery unit and will be filled by seniority. Those filling temporary T-6 vacancies will receive the additional 2.1% hourly pay.

So What's Next?

The current Collective Bargaining Agreement between the NALC and the Postal Service expires in less than ten months, at midnight on Friday, September 20, 2019. Prior to that date there are two scheduled cost of living adjustments (COLA) for career level letter carriers. The first will occur following the release of the January 2019 Consumer Price Index (CPI) and will become effective in March. The second COLA will occur following the release of the July 2019 CPI and will become effective in September. Negotiations between the NALC and the USPS on a new National Agreement will begin during the summer.

Branch 2184 letter carriers should also be aware of the following dates and events. USPS pay year 2019 begins on Saturday, December 22, 2018, which was the first day of pay period 1, week 1, 2019. USPS leave year 2019 begins on Saturday, January 5, 2019, which is the first day of pay period 2, week 1, 2019. It is on that date that the 2019 annual leave for career fulltime regular carriers is advanced and credited to leave balances, and thus be-

comes fully available to use as of then. Please see the Contract Corner Q and A about this subject that appears elsewhere in this issue of "Branch 2184 Speaks."

Also in 2019, Branch 2184 will again participate in the NALC National Food Drive which will take place on Saturday, May 11. This is the largest one day event of its kind in the United States. On Sunday, June 23, Branch 2184 will hold our very popular annual Branch Picnic for members and their families. Be sure to mark your calendars for this day of fun, food, frivolity, and lots of Union solidarity.

Finally, there will be many additional events and activities during the forthcoming year that Branch 2184 will sponsor or participate in. Look for updated information in our Branch publication as well on Union bulletin boards in your stations.

-- Joe Golonka
Vice President

Recording Secretary's Report

"NO CHILD LEFT BEHIND"

As we approach the upcoming Christmas season, let us not forget those that are less fortunate. Those who have fallen behind could use a little help this year to ensure that they can provide clothing, food and a toy or two for their children. This is truly the season for giving.

This year the membership has voted to donate \$100.00 to ten Goodfellow Organizations that are within the cities of Branch 2184 represented offices. The offices selected were Dearborn, Dearborn Heights, Wayne, Lincoln Park, Taylor, Canton, Monroe, Rockwood, Wayne, and Belleville.

The Old Newsboys' Goodfellow Program sole mission is to ensure that there is "No Kid without a Christmas."

Our donation helps provide a variety of items for those less fortunate not only during the Christmas Season, but throughout the year. The gift packages that children receive include necessary items such as

tooth brushes, tooth paste, under garments and warm clothing essentials as well as age appropriate toys. Many of these items we take for granted, but to the children we support at Christmas, these items can make a difference in the way they face each day. Most importantly, they receive and cherish the greatest gift of all; the gift of kindness and generosity.

"CCA UNIFORM BANK"

We have been fortunate to help our newly hired CCA's with gently used uniforms until they receive their uniform allowance. Our CCA brothers and sisters have taken good advantage of the uniform bank and we are in need of more uniform donations, if you have uniforms that you would like to donate please give them to your steward. If you are currently retired or retiring or otherwise leaving the Postal Service please donate your slightly used uniforms. You can give it to you steward or you can drop it off at the union hall and have a cup of coffee with one of your branch officers.

Thank you all for another good year. Be safe and have a Happy Holiday season.

-- Jacqueline McGregory
Recording Secretary

Presidents Day
Postal Holiday
February 18th 2019

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

National Association of Letter Carriers - Region 6

National Business Agent

December 2018 Report

HELLO

Please let me start my first article as your National Business Agent (NBA) by introducing myself; my name is Charles Troy Clark - I go by "Troy". I am 56 years old, married (Kelly) and have three grown daughters (Kristen, Sarah and Briana). I've lived in Michigan since December 2006 when National President Emeritus, William H. Young, appointed me as a Regional Administrative Assistant (RAA) for the Kentucky-Indiana-Michigan (KIM) Region. I have worked under the direct supervision of former NBA, Pat Carroll since being appointed as RAA. Not only have I had the privilege working with Pat, but I've also had the privilege of working with Jeff Fultz and currently, David Mudd as the other RAAs for the KIM region.

I started at the United States Postal Service in March of 1987. I've always been a union member since starting at the Postal Service, however, I didn't become an active union advocate until 1997 as steward of zones 40509 and 40515 in Lexington, KY. I was elected vice president of branch 361 and installed in December of 1999. In October of 2000 the president of branch 361, Ernie Kirkland, was appointed as a RAA for the KIM Region thereby allowing me to become president of the branch, I was elected by acclamation for another term as branch president before my appointment as RAA.

Like everyone who is active in their union, their mentors have helped to shape their advocacy skills and leadership qualities. Therefore, I'd be remiss if I failed to give credit (or blame) to my mentors. As mentioned previously, Ernie Kirkland was my first branch president and my first big influence as a city letter carrier and an active union member. Ernie has leadership qualities unlike any other. He helped me, and continues to help me, learn my many

jobs within the union.

Another big influence to me is Jimmy Korolowicz (Jimmy K). Jimmy was the NBA when I became branch president. Jimmy was able to give me opportunities within the NALC such as arbitration advocacy training, route inspection training and Teaching Techniques training to name just a few. Although Jimmy would never allow me to apply for the Leadership Academy he was instrumental when National President Fred Rolando appointed me as a facilitator at the Academy in 2015.

Ron Brown (the godfather of Region 6) has also been very instrumental in helping me throughout my career. Ron's knowledge and his witty delivery of that knowledge inspires and lasts with anyone who is fortunate to be the recipient of such wisdom. Ron has always made himself available whenever called upon. In my eyes, Ron is the quintessential union advocate.

There are so many other people I've meet throughout my career that have been inspirational to the work that we all do. Everyone has people who have mentored them whether they realize the mentoring or not. It's not a stretch to say every leader in any organization has been influenced by actions of others. Thanks to all who have and will help me as I continue my work with, and for, the members of the NALC.

Future

There is, and always will be, plenty of work to do with, and for, the members of our region. Our office will continue to offer trainings such as our annual KIM training the weekend of the Columbus Holiday in October, the School of Stewards (SOS), route inspection, OWCP, negotiation and retirement. We are always open and willing to do any trainings the membership wants and needs. I ask if any branch

would like for our office to do any specialized training for them, to please give us a call; we will be more than happy to accommodate. Our primary job as your regional office is to help branches anyway possible. Education to our members is one of those primary jobs.

Another objective our office has is to visit more branch meetings and work floors throughout the region. Our members need to know we are there, active and willing to hear their issues and help in any way we can to make their work life and union life pleasant. In today's Postal Service environment I realize this will not happen overnight and will not happen without all union members help. One person or one small group of people cannot change everything, but they can start a movement. But that movement will need everyone, all UNION members' Involvement, to be successful. The union is only as strong as our weakest member. We have to work together to help educate and make each member strong. Please don't misunderstand, the NALC is one of the strongest unions in this great country; however, let's all strive to make it even stronger and greater.

I hope to continue writing articles for any branches' newsletter that wishes to publish them. I will try to touch upon current topics of interest. If anyone would like to suggest topics, please feel free to contact our office and let us know.

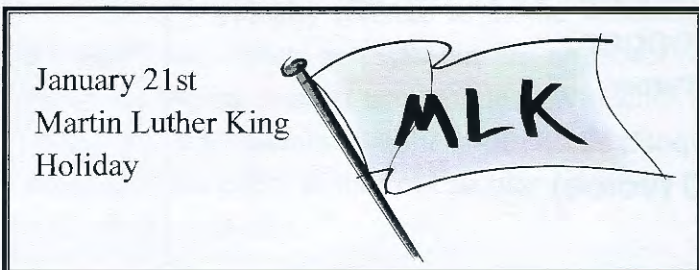
Happy Holidays

'Tis the Season! I'd like to take this opportunity to wish everyone a safe and happy holiday season. Remember the reason for the season!

In Peace and Solidarity,

-- Troy Clark

National Business Agent - Region 6
 Kentucky - Indiana - Michigan (KIM)



MDA Canister Drive Results

| | |
|---------------------|------------------|
| Dearborn Annex | \$210.00 |
| Taylor | \$514.52 |
| Monroe | \$102.00 |
| Northville | \$385.00 |
| Westland | \$188.07 |
| Dearborn Heights | \$100.00 |
| Lincoln Park | \$112.35 |
| Ypsilanti | \$161.76 |
| Plymouth | \$0.00 |
| Canton | \$130.50 |
| Trenton | \$0.00 |
| Belleville | \$15.24 |
| Dearborn Main | \$126.32 |
| Grosse Ile | \$114.65 |
| Inkster | \$81.22 |
| Belleville | \$15.24 |
| Rockwood | \$0.00 |
| GRAND TOTAL: | \$2241.63 |



Planning to retire

Information for NALC members planning to retire soon

While the Office of Personnel Management (OPM) makes all decisions regarding retirement entitlement, current employees are required to *apply* for retirement through the USPS Human Resources Shared Services (HRSSC).

HRSSC can be reached by calling **877-477-3273, option 5.**

Eligibility for CSRS Retirement

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

Eligibility for FERS Retirement

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

MRA = Minimum Retirement Age

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

3 Months prior to retirement

When calling HRSSC, be prepared to provide your Employee ID and PIN.

Upon request, HRSSC will:

Mail an individualized annuity estimate based on a projected retirement date provided by the employee;

Mail a packet of information (usually called the 'blue book') of forms and guidance.

Schedule and provide telephonic individual pre-retirement counseling;

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

-- Leonard Zawisa
Retirees Officer



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- Brookfield provides assistance for Conventions, Seminars, and Charity fund raising events!

Contact Your Brookfield Representative!

Denise Kreager

Retired Letter Carrier

4953 Sycamore Newport, MI 48166

313-478-5910 (voice)

Letter Carrier Winter Weather Safety

Snow, ice, and exposure to cold air cause or contribute to thousands of letter carrier injuries and illnesses each year. The actual number cannot be known because many letter carrier on-the-job injuries are never reported because of fear, intimidation, and lack of knowledge. **The most effective method of preventing on-the-job injuries** is through adequate planning and by working safely and under control at all times. In the winter that means adjusting for developing or existing weather hazards when necessary and always working in a manner which is safe for conditions. Remember that a letter carrier is the sole determinant of how much time is necessary to safely complete delivery duties. It always takes what it takes, period.

Many of our newer City Carrier Assistants (CCAs) are experiencing their first real Michigan winter season performing letter carrier work. Veteran letter carriers should make every effort to provide helpful suggestions and assistance to our newest brothers and sisters regarding protective clothing and safe work methods. A review of some practical winter weather safety guidelines for letter carriers follows.

COLD

Unlike reptiles, humans are warm-blooded creatures. As a result our bodies must respond to and compensate for significant differences in temperature between our environment and our normal body temperature of about 98.6 degrees Fahrenheit. We normally assist this process by wearing clothing, which acts as a buffer between our skin and cold air, as well as cold surfaces.

Wind enhances the chilling effect of cold air by carrying heat and moisture away from our bodies. This effect is typically referred to as the windchill. Windchill also affects animals, but has no effect on inanimate objects such as automobiles. Windchill is not the actual temperature of the air, but rather it is a measure of the effect of the cold air plus the effect of wind on exposed skin.

Snow cover also enhances the effect of cold air because of its high reflectivity. Much of the sunlight that reaches snow covered surfaces is reflected right back into space and is not absorbed by the earth or its atmosphere. As a result the surface air stays colder over snow cover than when the ground is bare.

Cold air is also heavier than warm air and has a tendency to sink and pool near the ground, particularly at night.

During the winter season a letter carrier typically spends six or more hours per day exposed to cold and wind, and the risk of cold-related injury is significant. The most common and a potentially serious cold-related injury incurred by letter carriers is frostbite. Frostbite can occur anywhere on the body, although the face, hands, and feet are most susceptible. The initial symptoms of frostbite are a loss of feeling and a white or pale appearance of the skin on extremities such as fingers, toes, earlobes, or the tip of the nose. If you detect these symptoms, stop and seek medical help immediately. Continuing to work with the initial symptoms of frostbite may result in serious and permanent tissue damage to the affected areas.

Job-related frostbite is a traumatic injury and should always be reported on Department of Labor OWCP Form CA-1 when it occurs. Frostbite is also considered a medical emergency. If medical treatment is not immediately available slowly re-warm the affected area, but do not immerse it in hot water. Since there is a loss of feeling with frostbite, burns can result. Frostbite is perhaps the most underreported winter season letter carrier injury, particularly among newer, less experienced letter carriers.

A less common but even more serious condition is hypothermia. Prolonged exposure to cold, wind, and moisture can result in a drop in body temperature that can be dangerous and potentially fatal. If the human body temperature drops below 95 degrees, immediate medical care is necessary. The

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most common sign of hypothermia is uncontrolled shivering.

The importance of protecting yourself by dressing properly before working in the cold cannot be overstated. It is better for a letter carrier to wear several layers of lighter clothing rather one very heavy garment, because body heat and warmer air gets trapped between the layers, providing an insulating effect. The layer of clothing that is closest to your skin should be of a light material that will not trap moisture from perspiration next to your skin, but rather allows moisture to pass through the material.

About half of the body's heat loss in cold weather is through the top of the head, thus wearing a hat is essential for maintaining body heat. Insulated boots or other protective footwear is important for protection against both cold and moisture. Mittens are better than gloves but are usually not practical for the multiple bundles of mail that letter carriers often must handle.

It is helpful to eat more during periods of intense cold, because the extra calories provide the body with fuel to keep it warm. We burn more calories performing the same task in cold weather than we do when it is warm. It is also helpful to drink plenty of liquids, for two reasons. First, sweating often occurs when working in cold weather as the body heats up under layers of protective clothing. Also, cold air is often extremely dry and it draws moisture away from the body. That's why dry and chapped skin is so common during the winter.

WINTER STORMS

Although they can be beautiful to observe, winter storms pose a potential risk to everyone. More than half of winter storm-related deaths and serious injuries occur in automobile accidents. However, virtually all of the rest involve people who are caught outside in winter storms without adequate protection or shelter or those such as letter carriers who must be outside in winter conditions as a result of their job requirements.

Snow is not frozen rain. The term for frozen raindrops is sleet. A snowflake can melt into a raindrop but a raindrop cannot become a snowflake. Snowflakes are formed through an entirely separate process, where particles and crystals of frozen water vapor coalesce when the proper atmospheric conditions of temperature and moisture are present.

Two types of winter storms can affect us in Michigan. Organized areas of low atmospheric pressure can bring general heavy snowfall and other wintry precipitation to Michigan, particularly when they approach from the south and the west. Another frequent source of generally lighter snowfall in the winter season is the so-called "Alberta Clipper" systems that race to the southeast from the Canadian Prairies. Although snowfall from these "Clipper" systems is generally not heavy, they are often quite energetic and are usually accompanied by a lot of wind and followed by very cold air.

Letter carriers in Western and Northern Michigan must also deal with heavy "lake effect" snowfall resulting from cold air moving over the relatively warmer water of the Great Lakes. Most of the Upper Peninsula, as well as the entire Lake Michigan shoreline and inland for 50 to 100 miles are commonly affected by lake effect snowfall. Lake effect snowfall can sometimes accumulate and cause problems even in Southeast Michigan.

Average annual winter season snowfall in Michigan ranges from about 40 to 45 inches in the Southeast corner of our State to 120 inches or more annually in some of the snowbelt regions of the Northern and Western Lower Peninsula. In parts of

Branch 2184 Web Site

www.nalc2184.org

Retirement Information
 CSRS & FERS Annuity Payments
 Branch Calendar
 "FMLA" forms

the Upper Peninsula as much as 150 to 200 inches or more may fall during the winter season.

OTHER WINTER HAZARDS

Freezing rain or ice storms occur when raindrops fall from warmer air aloft that is above freezing and then reach the ground where the temperature is below freezing. The liquid water then turns to ice upon contact with the ground, creating very hazardous conditions for letter carriers to walk or drive. Ice storms can also cause major property damage as well as widespread electric power outages, as occurred earlier this year on April 15. Freezing rain is most common in the Southern Lower Peninsula and a significant ice storm occurs in Michigan about once every two years.

Sometimes rain that is falling from warmer air aloft will freeze into solid or nearly solid ice pellets before reaching the ground. This is known as sleet and it is generally less hazardous than freezing rain, although still a walking and driving hazard for letter carriers. Sleet is sometimes erroneously referred to as hail, but it is not the same as the true hail that falls from thunderstorm clouds.

A PRACTICAL RESPONSE

Many USPS supervisors unrealistically expect mail delivery to be as efficient in deep snow or icy conditions as it is during warm and dry weather. Computer-generated workload information does not include weather factors, and it is up to the supervisor to make real world considerations about our daily work. There is no reason to get upset when a supervisor fails to realistically assess your work. Don't argue; simply follow the established reporting procedures in the M-41 handbook, and notify management if you are subsequently unable to meet unrealistic time expectations.

Computer workload "numbers" are merely management's typically inaccurate estimates. Your actual work as a professional letter carrier is the final determinant of what is real. Always take the necessary time and precautions to avoid injury or illness due to hazardous weather conditions. Overexertion

in deep snow and severe cold or during intense heat can be dangerous even for a healthy and well-conditioned person.

It is appropriate to list weather conditions on form 3996 as a reason for requesting assistance or overtime when it is clear to you that the weather will be impacting the time needed for street duties. It does not help that letter carriers are routinely instructed to walk across lawns. As a result, in the winter the normal walkway is covered with snow. Most customers do not shovel their lawns.

If existing or developing weather conditions result in the need for more time than was expected or authorized to complete deliveries, letter carriers should seek instructions. **You should NEVER skip any portion of your lunch or break times**, or perform their work in a manner that is unsafe for delivery conditions simply to make up time lost because of the weather. Stopping for food provides important fuel and energy for the body's internal warmth, as well as providing a respite from prolonged exposure to harsh conditions.

In summary, winter weather brings some unique and difficult hazards for all letter carriers. Management is concerned only with making the "numbers" and not with your health or wellbeing. It is ultimately up to YOU to do whatever is necessary to avoid winter weather-related injuries and illnesses.

-- Joe Golonka, Vice-President

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.

Remember the magic words --

"I WANT TO SEE MY STEWARD"

Scholarship Thanks

Dear NALC Local 2184,

I am writing to thank you for awarding me your generous scholarship. This will help lighten my financial burden. As a UFCW union member, I realize the important role unions play in facing management oppression! I am currently enrolled in the pharmacy program at the University of Toledo. This is a six-year program, and I am excited to be in a position where I can help others when I graduate. I would like to again thank the members of Local 2184 for helping me turn my dreams into a reality!

Thank you,
David Robert Keister III (Son of Monroe carrier David Keister Jr.)

Dear NALC Branch 2184,

I am honored to have been selected to receive one of the \$500 scholarships. I am currently attending Central Michigan University working towards obtaining a Bachelors Degree in Business administration. The scholarship will be of great use to further my education. Thank you Branch 2184 and all of its members. I truly appreciate it!

Evan Abaloz (Son of retired Trenton carrier Alan Abaloz)

Contract Corner:

Q: How is a Fulltime Career Letter Carrier's new annual leave balance determined each year?

A: At the beginning of each leave year, fulltime regular career letter carriers are advanced and credited with the annual leave that they are expected to earn during that year. These new annual leave balances typically do not appear on paystubs until a few pay periods into the year. However, the newly credited leave is actually available to use beginning on the first day of the new leave year. **Also keep in mind that the USPS pay year and the USPS leave year always begin on different dates.**

USPS pay year 2019 begins on Saturday, December 22, 2018, which is the first day of pay period 1, week 1, 2019. However, in accordance with the Employee and Labor Relations Manual (ELM) section 512.12, **the new USPS leave year always begins on the first day of the first full pay period that is entirely within the new calendar year.** As such, USPS leave year 2019 begins on Saturday, January 5, 2019, which is the first day of pay period 2, week 1, 2019. **Again, it is on this date that the newly advanced and credited annual leave for fulltime career letter carriers for 2019 will become fully available to use.**

The amount of annual leave advanced and credited at the beginning of the year depends on a career letter carrier's leave earnings category, which is defined in the ELM section 512.311. Those in the first category (0-3 years of creditable service) receive four hours of annual leave per 80-hour pay period, or 104 hours for a 26 pay period year. Those in the second category (3-15 years of creditable service) receive six hours of annual leave per 80-hour pay period plus four additional hours in the final pay period of the year, or 160 hours for a 26 pay period year. Those in the third category (15 or more years of creditable service) receive eight hours of annual leave per pay period, or 208 hours for a 26 pay period leave year.



"Creditable service" for Postal Service employees also includes previous military service as well as Federal civilian service. When the threshold for a higher leave earnings category (from category 1 to category 2 or category 2 to category 3) will be reached during the course of a calendar year, the annual leave credited at the beginning of the year will reflect this, with the higher amount prorated and added for the number of pay periods it is expected to be earned.

Letter carriers can carry over up to 440 hours (11 weeks) of unused annual leave from the previous year, and their newly credited leave is added to this to determine the new annual leave balance. However, letter carriers should always keep in mind that the newly credited leave is actually earned on a pay period by pay period basis. Because of this, significant amounts of leave without pay (LWOP) can sometimes be problematic for those that have used much of their annual leave earlier in the year. For every 80 hours of LWOP used (for any reason) a career employee's annual leave balance is reduced by one pay period's worth of annual leave – either four, six, or eight hours.

Q: I have a park and loop route and was told by my supervisor that I must finger the mail between all my deliveries. Is that true?

A: Not always, because the specific circumstances of delivery must always be taken into account. The M-41 Handbook (City Delivery Carriers Duties and Responsibilities), section 321.5 states "Finger mail between delivery stops placing it in order of delivery (see section 133.2)." But wait, not so fast. What does that referenced section 133.2 say? "Do NOT finger mail when driving, or when walking up or down steps or curbs, when crossing streets, or at any time it would create a safety hazard to the carriers or to the public."

When these two M-41 provisions are read together, as they must be, it simply means the requirement to finger mail between deliveries **ONLY** applies when a carrier is not driving, is not going up or down steps or stepping off of curbs, is

not crossing streets – or ANY other time that the carrier (not management) determines that it would be unsafe to do so. In other words, during much of the time when letter carriers are performing delivery duties, they are not required to finger the mail. Additional examples of situations where fingering mail could be unsafe are whenever a letter carrier is crossing a lawn (uneven surfaces, sprinkler heads and other objects, animal waste), or when walking on snowy or icy surfaces and their full attention to conditions is necessary.

Finally, to reiterate a VERY important USPS safety rule (from the M-41 Handbook, section 812.4): **Under NO circumstances should a letter carrier EVER be touching or even looking at the mail when their postal vehicle is in motion.** This applies to ALL letter carriers in all situations, and especially to those doing curblines (mounted) delivery. **When driving and especially when performing mounted deliveries, your entire attention while the vehicle is in motion must only be on traffic and the environment surrounding the vehicle.** This means having full awareness and having both hands available to immediately respond to unexpected hazards. Under NO circumstances should you ever hold mail in your hands, place it on your lap, or have anything whatsoever to do with it until your vehicle is completely stopped at your next delivery or park point.

Attend Your Branch Meetings

Branch Meeting

January 2nd 2019

February 6th, 2019

7:30 pm @ Union Hall

Retirees Meeting

January 9th, 2019

February 13, 2019

12:30 pm @ Union Hall

Letter Carrier Political Fund Contributors

Belleville

- ✓ Orlando Allen
- ✓ Gregory Bodziak
- ✓ Bryon Hendricks
- ✓ Lynn Taylor (R)
- ✓ Cindy Trzeciak (R)

Dearborn Main

- ✓ James Bryant
- ✓ Darryl Clay
- ✓ Symone Coleman
- Wanda Ellison
- ✓ Lisa Franklin
- ✓ Hussein Ghoteimi
- ✓ Yvonne Jackson
- ✓ Dan Smith (R)
- ✓ Ed Waldon
- ✓ Tammy Wheeler
- ✓ Leonard Zawisa (R)
- ✓ Margaret Zywicki (R)

Dearborn Annex

- ✓ Timothy Bailey (R)
- ✓ Mark Cornett
- ✓ Sherry Garcia
- ✓ Joe Garcia
- ✓ Khadijah Hawkins
- ✓ Mark Judd (R)
- ✓ Thomas Klecha
- Joanne Kuzala (R)
- ✓ Roderick LeLental (R)
- ✓ Melvin MacDonald
- ✓ Carol Macieczni (R)
- William Mather (R)
- ✓ Jackie McGregory
- ✓ Rosemary Miller
- ✓ Brian Robinson
- ✓ Brian Rodden (R)
- ✓ Hussein Salmassi
- ✓ Darren Smith
- ✓ Jerry Taylor

- ✓ Cathy Tondreau (R)

- ✓ Shantina Turner
- ✓ Joseph Vitie (R)
- ✓ Anthony Whitley
- ✓ Steven White
- ✓ Larorn Williams

Dearborn Heights

- ✓ Jerry Holowka (R)
- James Powell (R)
- ✓ Scott Russell
- ✓ Pamela Sellers
- ✓ Alan Swintek
- ✓ Christopher Tostige
- ✓ Denise Viola
- ✓ James Wolstencroft

Dundee

- ✓ Jerome Mannlein (R)

Flat Rock

- ✓ Lillian Bogosian
- ✓ Larysa Larson

Grosse Isle

- ✓ Christopher Biegalski
- ✓ Kimberly Bumbul
- ✓ Mary Renaud (R)
- ✓ Gloria Warthen

Inkster

- Phil Ashford
- ✓ Ibrahim Ashaif
- ✓ David Brinston
- ✓ Robert Clark
- ✓ Thad Dillard
- ✓ Carl Gibbs
- ✓ Scherrie Lacey
- ✓ Tyke Reid

Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Laura Fitzgerald

- ✓ Paula Hall

- ✓ Ronald Hausch (R)
- ✓ Nicholas Longo
- Patricia Manning (R)
- Timothy Manning (R)
- William Mason (R)
- ✓ Nicole Pace
- ✓ Karen Purvis
- ✓ David Reise
- ✓ Scott Watts

Monroe

- ✓ Jacqueline Dewaele
- ✓ Chris Carmon
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
- ✓ Joshua Nagy
- ✓ Erik Venzke

Northville

- ✓ Elizabeth Bays
- ✓ Jennifer Rake
- ✓ Janice Mitchum
- ✓ Valerie Watkins

Plymouth

- ✓ Tamara Bosman
- ✓ Mary Ferrari (R)
- ✓ Diego Forshaw
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce (R)
- ✓ Kristie Nelson

Taylor

- ✓ Adeyinka Adeduntan
- ✓ John Andras
- ✓ Keith Benedict
- ✓ Patricia Davis (R)
- ✓ Craig Finney
- ✓ Dawn Gable
- ✓ Roger Gilliam

- ✓ Alexander Heatherly

- ✓ Scott Horn
- ✓ Ryan Judd
- ✓ James Kelly (R)
- ✓ Karen Lee
- ✓ Ray Michaux
- ✓ Walter Modelski (R)
- ✓ Timothy Murry
- ✓ Bob Parisi
- ✓ Anjeanette Parks
- ✓ Joseph Rodriguez
- ✓ Bob Sedore (R)
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- ✓ Kari McLachlin

Trenton

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- ✓ Dwayne Conley
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- ✓ Cynthia Harris
- Katrina Jones
- ✓ Walter McGregory
- ✓ Ladonna Miller
- ✓ Edward Sikora
- ✓ Vina Stacy
- ✓ Aaron Torh
- ✓ Nakia Whitfield



Fund Contributors

Canton

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- ✓ Joe Golonka (R)
- ✓ John Hite
- John Meleski (R)
- ✓ Tamekia Poindexter
- ✓ Bonnie Price (R)
- ✓ Tyler Haverstick
- ✓ Ramon Robinson
- ✓ Chyna Dawson
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- ✓ Stevi Hall
- ✓ Giovanna Jordan
- ✓ Patricia Neeley
- ✓ Mark Obermiller
- ✓ Donovan Pettway
- ✓ Richard Rider
- ✓ Dave Roland
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- ✓ Gregory Snead
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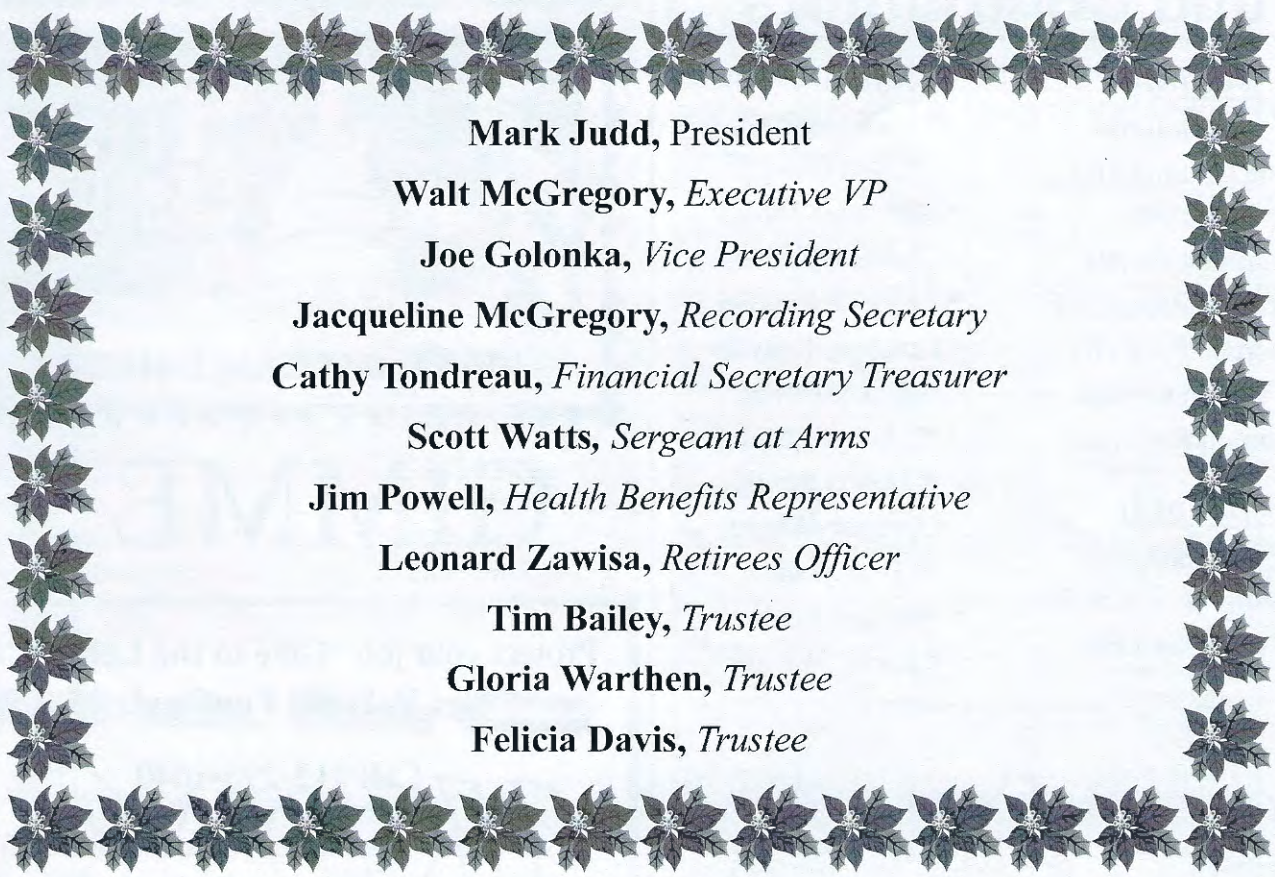
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Leonard Zawisa, Retirees Officer

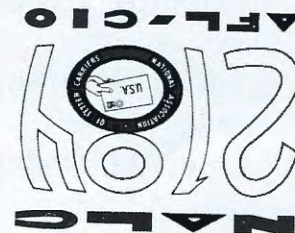
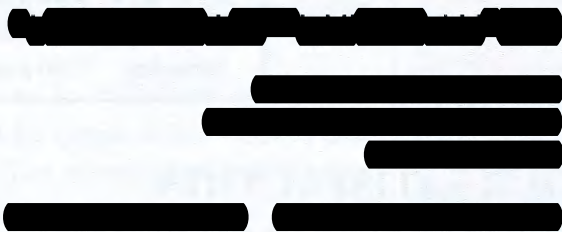
Tim Bailey, Trustee

Gloria Warthen, Trustee

Felicia Davis, Trustee

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.



BRANCH 2184 • WESTERN WAYNE COUNTY, MI
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