

# Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2023

## President's Report

**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 3, 2024  
In Person

**Retirees Meetings**  
January 10, 2024  
(12:30 p.m. – Union Hall)  
In Person

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### PERSONAL THANKS

I would like to personally thank our membership for re-electing me as your Branch President for the next three years. I would also like to thank the membership for supporting my entire slate.

Thanks to the outgoing officers and stewards who have served the membership over the years. We hope that you all will stay involved with the union in some capacity.

### CONGRATULATIONS ARE IN ORDER

On December 16th, 2023, I was invited by the District Manager Rick Moreton to attend the Million Mile Club Inductee Ceremony/Joseph M. Kaplan Safe Driver Award Ceremony, which took place at Club Venetian, in Madison Heights, MI.

The following Branch 2184 letter carriers were inducted to this prestigious group: Edmund Waldon Jr. from the Dearborn Main office, James England from the Dearborn Annex office, Bruce Hammond from the Dearborn Annex office, Michelle Arnold from the Dearborn Heights office, Christina Maccagnone from the Taylor office, Raymond Fox and John Maraldo from the Westland office, Cheryl Culver and David Rowland from the Ypsilanti office.

A job well done on working making it to 30 years of service with no vehicle accidents!

### BRANCH 2184 FACEBOOK PAGE

As of 12/13/2023, there are 211 members on our Facebook page. The page is growing daily. If you are on Facebook, please search for our page. You have to answer a few questions such as who your steward(s) are and what office do you work out of, and then you will be approved. There is up to date information as to what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates.

We are in the final month of 2023, on behalf of the Officers and Stewards at Branch 2184, we wish you and your loved ones a safe and happy holiday season.

— *Walt McGregory*  
*President*

## Officers

President . . . . .	Walt McGregory
Executive VP . . . . .	Jacqueline McGregory
Vice President . . . . .	Darryl Clay
Recording Secretary . . . . .	vacant
Financial Secretary/Treasurer . . . . .	Cathy Tondreau
Sergeant at Arms . . . . .	Phil Ashford
Retirees Officer . . . . .	Leonard Zawisa
Health Benefits Rep. . . . .	Jim Powell
MBA Representative . . . . .	Erik Venske
Trustee . . . . .	Dave Reise
Trustee . . . . .	Felicia Davis
Trustee . . . . .	Tracy Mitchell
Editor . . . . .	vacant
Arbitration Advocate . . . . .	Walt McGregory
Route Adjustment Specialist . . . . .	Dave Reise
Branch Scribe . . . . .	Joe Golonka
Injury Compensation . . . . .	Erik Venzke
Injury Compensation . . . . .	Joe Golonka
Web Page Design . . . . .	Jim Hales

### Branch Contract Administration Unit

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



*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

Allen Park . . . . .	Mark Owen
	Shaw (alt)
	Karen Russell (alt)
	Tod Lilla (alt)
	Ryan Zyngier (alt)
	Scott Russel (alt)
Belleville . . . . .	Bryon Hendricks
Dearborn (Main) . . . . .	Darryl Clay
	Symone Coleman
	Yvonne Jackson (alt)
	Karl Tamburro (alt)
	Damon Green (alt)
Dearborn (Annex) . . . . .	Jacqueline McGregory
	Jillian Hudgins
	Mohamad Rahal (alt)
	Kim Miller (alt)
Dearborn Heights . . . . .	Shaun Fowlkes
	Chanal Harrison
	Marwan Ghoteimi (alt)
	Jacqueline McGregory (alt)
Dundee . . . . .	Walt McGregory (alt)
Flat Rock . . . . .	Lillian Bogosian
Grosse Ile . . . . .	Rachel Stachulski
	Tracy Mitchell (alt)
Inkster . . . . .	Scherrie Lacey
	Kaliah Patrich (alt)
Lincoln Park . . . . .	Scott Watts
	Mark Owen (alt)
Monroe . . . . .	Jacqueline McGregory (alt)
	Tracy Mitchell (alt)
	Keith Benedict (alt)
	Mark Owen (alt)
Northville . . . . .	Valerie Watkins
Plymouth . . . . .	Kristie Nelson
	Diego Forshaw (alt)
Rockwood . . . . .	Courtney Duran
	Tracy Mitchell (alt)
Taylor . . . . .	Keith Benedict
	Victor Siemiesz
Temperance . . . . .	Walt McGregory (alt)
Trenton . . . . .	William Douglas
	Jeffery Webb
	Tracy Mitchell (alt)
	Casey Pennington (alt)
Westland . . . . .	Ananias Epps
	Felicia Davis
	Nakia Whitfield
	Katrina Jones (alt)
	Walt McGregory (alt)
Canton . . . . .	Ramon Robinson
	Shatyra T. Young
Ypsilanti . . . . .	Paul Bordine
	Mike Tredway
	Danita Hill (alt)

## EVP's Report

### THANK YOU

I would like to thank the membership for re-electing me as your Executive Vice President. I am so proud to serve you all. I really appreciate your trust and confidence in me. I will continue to give you 150% every day and I will continue to train and mentor our stewards and officers to better assist you all.

### 2024 VACATION SELECTIONS

Vacation selections started as of December 1, 2023, for our 2024 Annual leave Boards for our career careers and also our CCA brothers and sisters. Make sure you take the time you earn and spend with your loved ones on vacation when it is your turn to spend some time away from the job.

### CCA UNIFORM BANK

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

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

Happy Holidays from my family to yours!

— *Jacqueline McGregory*  
*Executive Vice President*



## VP's Report

### DC RE-ELECTED AS VP

Thanks to all who voted to re-elect me as your Branch 2184 Vice President. I am honored and humbled. I will continue to work with President McGregory as well as the officers and stewards of our Branch to provide the best representation for letter carriers in NALC.

The Branch elections are behind us now, and we have so much more business of our membership to see to in 2024!

Enjoy your Holiday season and we will see you at the next Branch membership meeting January 3, 2024, where we will be sworn in by MISALC State President Carl Blassingame, Jr.

— *Darryl Clay*  
*Vice President*

## 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 injuries are never reported because of unnecessary fear, intimidation by postal management, and a lack of knowledge. **However, the most effective method of preventing on the job injuries always remains the same, and that is working with situational awareness and control at all times.**

Additionally, some of our City Carrier Assistants are experiencing their first 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 AIR

Unlike reptiles, humans are warm-blooded creatures. Thus, our bodies must respond to and compensate for significant differences in temperature between our environment and normal body temperature of about

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## Winter Weather Safety

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98.6 degrees Fahrenheit. Wind enhances the chilling effect of cold air by carrying heat and moisture away from our bodies. This effect is typically referred to as 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 solar radiation that reaches snow covered surfaces is reflected back into space and not absorbed by the earth. Thus, surface air stays colder over snow cover. When the ground is bare, heat from solar radiation is conducted back into the air. Cold air is also heavier and denser than warm air and will sink and pool near the ground, particularly at night.

During the winter season a letter carrier typically spends six to seven or more hours per day exposed to cold and wind, and the risk of cold-related injury is significant. A common and potentially serious winter injury incurred by letter carriers is frostbite which 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 affected areas.

Job-related frostbite is a traumatic injury and should always be reported on U.S. Department of Labor OWCP Form CA-1 when it occurs. Frostbite is also considered a medical emergency. If 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 carriers.

A less common but 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 body temperature drops below 95 degrees, immediate

medical care is necessary. The most common sign of hypothermia is uncontrolled shivering.

The importance of dressing properly before working in the cold cannot be overstated. It is always better to wear several layers of lighter clothing rather than one very heavy garment, because body heat and warmer air gets trapped between the layers, providing an insulating effect. Wearing layers also allows you to adjust to changes in conditions while you work. The layer of clothing that is closest to your skin should be a light material that will not trap moisture from perspiration next to your skin, instead allowing moisture to pass through it. Much 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 letter carrier delivery duties.

It is helpful to consume additional food during periods of intense cold because the extra calories provide the body with fuel for warmth. We burn more calories performing the same task in cold weather than we do when it is warmer. 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 is why dry and chapped skin is so common in winter.

## WINTER STORMS

Although they can be beautiful to observe, winter storms pose a potential risk to everyone. About 70% of winter storm-related deaths and serious injuries occur in automobile accidents. Nearly all of the rest involve people who are caught out in a winter storm without adequate protection or shelter or those such as letter carriers who must be outside in winter storm conditions as a result of 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. Two types of winter storms affect us in Michigan. Organized systems of low atmospheric pressure can bring general heavy snowfall and other wintry precipitation.

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## Winter Weather Safety

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Another frequent source of 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, often accompanied by strong winds, 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 is 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 100 inches or more annually in some of the snowbelt regions of the Northern and Western Lower Peninsula. In parts of the Upper Peninsula as much as 150 to 200 inches or more may fall during the winter season.

### OTHER WINTER HAZARDS

Freezing rain occurs 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. 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

Postal management unrealistically expects mail delivery to be as efficient in deep snow or icy

conditions as during warm and dry weather. Computer-generated workload information does not include environmental factors, and 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. Your actual work as a professional letter carrier is the only 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 can be dangerous even for a healthy and well-conditioned person. Ice is very hazardous for walking and driving.** It is appropriate to list weather conditions on PS 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 frequently covered with snow. Most customers do not shovel their lawns.

If existing or developing weather conditions result in the need for more time than expected or authorized to complete deliveries, letter carriers should seek instructions. **NEVER skip any portion of your lunch or break time or perform 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.

Winter weather brings some unique and difficult hazards for all letter carriers. Postal management is concerned only with making their phony “numbers,” and not at all with your health or well-being. Approach your work with situational awareness at all times and adjust your work to changing conditions as needed. It is ultimately up to YOU to do whatever is necessary to avoid winter weather-related injuries and illnesses.

— Joe Golonka,

*Branch 2184 Contract Administration*

## Your Rights and Responsibilities in the Workplace

In light of a recent unfortunate situation that occurred in a Branch 2184-represented post office station, it is necessary to reiterate and to reaffirm the rights and responsibilities of letter carriers and all USPS employees toward each other in the workplace.

- Every USPS employee has the absolute right to be treated with dignity and respect in the workplace at ALL times. The responsibility to treat all others with dignity and respect not only pertains to management’s workplace behavior, but also to that of every letter carrier and every USPS employee.
- At NO time should any USPS employee ever be subjected to racist, bigoted, or other forms of demeaning statements, commentary, or actions of this nature. This includes protection from any slurs and inferences that have a clearly negative or demeaning connotation.
- Every USPS employee has the absolute right to converse with their coworkers in ANY language or dialect that the employees choose to use. The use of English is NOT required in the postal workplace, nor is English an “official” language of the United States.
- Every USPS employee has the absolute right to hold and to practice any personal, cultural, ethnic, and religious beliefs that they choose. Letter carriers come from a very wide and diverse range of cultural and ethnic backgrounds. This diversity is a strength and it should always be celebrated, and not interfered with any manner.
- The work status of any letter carrier or other USPS employee because of disability or work restrictions due to an on or off the job illness or injury is NONE of your business. That matter is normally only between the employee and their physician(s), as well as USPS management for purposes of assigning available light or limited duty work. For purposes of Contract enforcement, NALC stewards also have the right to investigate legitimate concerns about management’s actions or lack thereof when assigning light or limited duty work.

## UNION REPRESENTATION

Letter carriers desiring to meet with authorized NALC representatives in their office also have specific rights AND responsibilities. First, do NOT just go up to your steward at their case or other work area without obtaining authorization from management. Proper authorization to meet with a steward or other union representative is contractually required of all employees. Failing to first obtain such authorization potentially puts both you and the steward in jeopardy. Also keep in mind that any Branch 2184 member can call the union office at (313) 295-1640 with contractual or other work-related questions. A knowledgeable Branch officer or other Union representative can help you.

Letter carriers do have the contractual right to meet with NALC representatives as soon as possible after requesting to do so. A failure by management to authorize union representation within a reasonable time after it is requested (normally no more than two hours) is itself cause for a grievance investigation. If management fails to authorize enough time to complete the meeting with a union representative, additional meeting time must be requested and scheduled prior to returning back to work.

Letter carriers do have the contractual right to be present at the initial informal meeting of a grievance that they initiated, or they can choose not to be there. In all instances, the choice is theirs. Letter carriers also have the right to be apprised of the status of their grievance(s) if still unresolved at various steps of the process. Keep in mind that your office stewards often will not have updated information for grievances that have to be appealed to the formal Step A level or higher, as these grievances are no longer their responsibility. Instead, call the union office.

Finally, all letter carriers have the right to be provided with copies of settlements of their grievances, as well as to be provided with an explanation of the grievance settlement, if necessary.

NALC Stewards have by far the most important job in the Union. Please be sure to work with them, so that they can work for you!

— Joe Golonka  
Branch 2184 Contract Administration

## A More Perfect Union

Branch 2184 recently concluded an election of Branch officers and station stewards. As of January 1, there will be several new officers and stewards serving our membership. My first Branch 2184 election experience was in 1976, where I quickly learned that union politics can be as contentious and unpleasant as any other kind of politics. The most recent Branch 2184 election was the 21st of my membership in this branch and not unexpectedly, nothing has changed.

Perhaps such is inevitable. The human species has evolved to be contentious and disagreeable creatures at times, and personal agendas can sometimes override our common cause as trade unionists. Nonetheless, we remain fully responsible to each other and to ourselves as members of a Union and as brothers and sisters united in a shared mission.

The new calendar year will be a special one in Branch 2184's history as we observe our centennial, the 100th anniversary of our original charter as a NALC Branch in Dearborn on November 25, 1924. Letter carriers in Branch 2184 and throughout the United States will begin the new year in an unsettled environment, with a looming Contract settlement or arbitration award on the horizon and the continuance of a dysfunctional and antagonistic workplace atmosphere in many places.

Yet the passage of time has repeatedly proven that together we are stronger than anything that stands against us. Every member of the NALC, from the National President to the newest letter carrier hire has an equal ownership of our Union and an equal stake in ensuring that the rights of all are protected. We may not always like each other and we are all very imperfect beings, but we must NEVER stop working toward a more perfect Union.

— Joe Golonka  
Branch 2184 Contract Administration



## Contract Corner

### LETTER CARRIER LUNCH TIMES AND LOCATIONS

The Branch 2184 office has received several inquiries regarding letter carrier lunch times and locations. In accordance with the M-41 Handbook, City Carriers Duties and Responsibilities, section 251.6 as well as Exhibit 251, the regular carrier on each assignment enters this information on PS Form 1564-A (Delivery Instructions). This form should be found in the route book for every individual letter carrier assignment. The T-6 carrier for the assignment also enters this information for the days he or she is assigned to the route.

Both the regular carrier on an assignment as well as the T-6 carrier for that assignment can choose up to three separate locations for lunch, as well as choosing the times when they will be leaving the route for lunch. Letter carriers that live on or near their route do have the right to choose their home as a lunch or break location. Although management has the final approval of these choices, they are the carrier's to make to begin with. Additionally, management's arbitrary disapproval of a reasonable lunch location or time chosen by a letter carrier is subject to the grievance procedure.

Regarding the time at which lunch is taken, the Employee and Labor Relations Manual (ELM) provides that section 432.33, except in emergency situations an employee cannot be required to work more than six continuous hours without a meal or a rest break of at least a half hour. This regulation is commonly misconstrued as meaning that an employee must take their lunch within six hours of the start of their tour. **However, that is not the case; it only means that an employee cannot be required to work beyond six hours without a lunch.** An employee can choose to schedule their lunch period at a later time.

Finally, all letter carriers should be aware that lunch begins at the point where the carrier leaves their line of travel on their assignment, and it ends when the employee returns to this line of travel. Thus, travel time counts toward the 30-minute lunch allowance, and this should be considered when choosing your three authorized lunch locations.

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# National Association of Letter Carriers

100 Indiana Ave., N.W.  
Washington, DC 20001-2144

## Memorandum

Telephone:  
(202) 393-4695

**December 12, 2023**

### **2025 Retiree COLAs Projection: CSRS is 0.0% and FERS is 0.0% as of December 2023**

The 2025 COLAs for CSRS and FERS benefits are based on the increase in the average CPI-W between the 3rd quarter of 2023 (301.236) and the 3rd quarter of 2024.

Based on the November 2023 CPI-W (1982-84) of 301.224, the increase in the CPI is 0.0%. The projected 2025 COLA for CSRS is 0.0% and FERS is 0.0%. The 2025 retiree COLA calculation will be finalized in October 2024 with the release of the CPI-W for September 2024.

### **2024 FECA COLA Projection: 3.5% as of December 2023**

Based on the release of the November 2023 CPI-W (1982-84=100), the 2024 FECA COLA projection is 3.5%. The November 2023 CPI-W of 301.224 was 3.5% above the December 2022 base index (291.051). The 2024 FECA COLA calculation will be finalized when the December 2023 CPI-W is published during the month of January 2024.

FECA COLAs are applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date.

## Contract Corner

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### **ANNUAL LEAVE EARNINGS AND CREDITING FOR CAREER LETTER CARRIERS**

At the beginning of each leave year, fulltime regular career letter carriers are advanced the annual leave that they are expected to earn during that year. The new annual leave balances typically do not appear on paystubs until a few pay periods into the year, but the newly credited leave is actually available to use beginning on the first day of the new leave year. In accordance with the Employee and Labor Relations Manual (ELM) section 512.12, the new leave year begins on the first day of the first full pay period within the new calendar year. Leave year 2024 begins on Saturday, January 13, 2024.

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

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## Contract Corner

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Career carriers with more than 15 years of creditable service will have two adjustments in their leave earnings category, at 3 years and again at 15 years. These adjustments nearly always occur sometime during the leave year, not coincident with the beginning of the leave year. When this occurs, the leave advanced at the beginning of the year is prorated, with leave earned at the lower rate advanced for the number of pay periods it is in effect, and leave earned for the remaining pay periods of the year advanced at the higher rate.

An example is where a carrier attains three years of creditable service and goes from leave earnings category 1 to category 2 after the 20th pay period of the year (or about early October). The first 20 pay periods of annual leave for that year should be advanced at 4 hours per pay and the last 6 pay periods of annual leave for that should be advanced at 6 hours per pay. In this instance, the amount of advanced annual leave that year in January should be 116 hours. In January of the following year the same carrier should be advanced a full 160 hours because the entire leave year will be at the higher leave earnings category rate.

Part time flexible (PTF) carriers are credited with annual leave earning at the end of each biweekly pay period. PTFs in the first leave earnings category (less than 3 years of creditable service) earn 1 hour of annual leave for every 20 hours in a pay status, up to a maximum of 4 hours in a pay period. PTFs in the second leave earnings category (more than 3 but less than 15 years of creditable service) earn 1 hour of annual leave for every 13 hours in a pay status up to a maximum of 6 hours in a pay period. PTFs in the third leave earnings category (more than 15 years of creditable service) receive 1 hour of annual leave for every 10 hours in a pay status, up to a maximum of 8 hours in a pay period.

### “SOLICITING” GRIEVANCES

Periodically we receive reports of postal management complaining that the union (the NALC) is “soliciting” grievances – as if this was some sort of allegedly improper activity. However, that is merely wishful thinking on management’s part. **The Union has every legal right to encourage its members to protect and enforce their contractual**

**rights by investigating, initiating, and processing grievances. As such, we can and will do just that. The union alone has the authority to investigate and to determine if a grievance exists, and in doing so, we can and will “solicit” ANY grievances that WE deem to be necessary.**

This right was unequivocally upheld by the National Labor Relations Board (NLRB) in 1970 decision (NLRB v. Lenkurt Electric 438 F. 2d 1102) wherein the NLRB noted that a labor union can even post notices on Union bulletin boards encouraging employees to file grievances when their contractually protected rights have been violated by management. A grievance is broadly defined as a dispute or disagreement pertaining to wages, hours, or conditions of employment. This definition covers a very wide range of work-related matters.

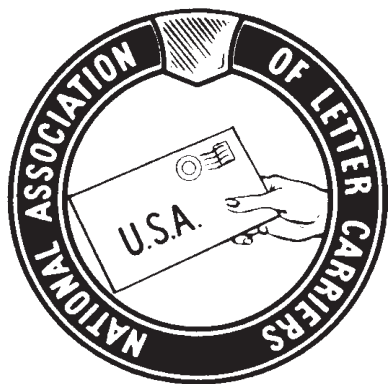
Management sometimes makes this phony and even paranoid claim because they are unhappy when the NALC and its representatives enforce the provisions of our Labor Contract in a post office station or stations. In doing so, we investigate and process grievances, which costs management time and money. Even more importantly, this typically results in grievance decisions that require management to stop their violations of the Contract. In many instances they are also required to make monetary payments to letter carriers whose Contractual rights have been violated.

Ironically, management in every USPS Installation already has the ability to make grievances entirely nonexistent to begin with – merely by complying with the terms of the Labor Contract that they signed. Unfortunately, in most instances contract violations committed by management and the resulting grievances are merely a “cost of doing business.”

— Joe Golonka

*Branch 2184 Contract Administration*





## Branch 2184 National Association of Letter Carriers AFL-CIO

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# BRANCH 2184 ELECTION RESULTS

			<b>*Denotes Elected</b>
President:	Walt McGregory	325*	
	Casey Pennington	186	
Executive			
Vice-President:	Jackie McGregory	307*	
	Mike Tredway	200	
Vice-President:	Darryl Clay	306*	
	Ted Nowc	193	
Recording Secretary:	Katrina Jones	314*	
	Tony Conley	175	
Financial Secretary:	Mark Owen	265*	
	Cathy Tondreau	238	
Retiree Officer:	Scott Watts	260*	
	Leonard Zawisa	243	
Health Benefits Officer:	Jerry Cerpa	262*	
	Jim Powell	224	
Trustees (3 elected):	Keith Benedict	268*	
	Felicia Davis	265*	
	Tracy Mitchell	253*	
	Rose Miller	187	
	Jim Holland	147	
	Bryan Boardman	123	
	Paula Hall	95	
	Aaron Toth	85	
Dearborn Annex Steward (2 elected):	Jackie McGregory	37*	
	Jillian Hudgins	31*	
	Rose Miller	16	
	Ted Nowc	12	
Dearborn Main Steward (2 elected):	Darryl Clay	35*	
	Symone Coleman	33*	
	Jerry Cerpa	13	
Inkster Steward:	Scherrie Lacey	7*	
	Phil Ashford	3	
Northville Steward:	Jennifer Rake	10*	
	Janay Brown	7	
	Jim Holland	0	
	Trenton Steward		
	(2 elected):		Casey Pennington 17*
			Jeff Webb 15*
			William Douglas 8
	Ypsilanti Steward		
	(2 elected):		Paul Bordine 24*
			Ashley Seper 20*
			Mike Tredway 6
	Westland Steward		
	(3 elected):		Nikia Whitfield 21*
			Felicia Davis 18*
			Ananias Epps 16 (tie)
			Bryan Mikich 16 (tie)

\*Note: There will be a runoff election held to determine the final Westland Steward position.

**In addition, the following have been elected as delegates to National and State Conventions during the 2024 to 2026 term of office:**

Symone Coleman, Walt McGregory, Ramon Robinson, Jennifer Rake, Janice Mitchum, Val Watkins, Jeff Webb, Katrina Jones, William Douglas, Ananias Epps, Bryon Hendricks, Victor Siemiesz, Bryan Mikich, Aaron Toth, Natalie Randazzo, Ashley Seper, Cathy Tondreau, Casey Pennington, Mark Obermiller, Tony Conley, Nakia Whitfield, Dawn Denoon, Janay Brown, Jackie McGregory, Kaliah Patrick, Dan Marek, Shaun Fowlkes, Patricia Jones, Chanel Harrison, Karl Tamburro, Dave Reise, Scott Watts, Chris Biegalski, Maryam Shelton, Yvonne Jackson, Joe Golonka, Scherrie Lacey, Rachel Blair, Hassan Ghotemi, Mark Owen, Patricia Linna, Jillian Hudgins, Mohamad Rahal, Darryl Clay, Ted Nowc, Marwan Ghotemi, Keith Benedict, Kris Shaw, Erik Venzke, Ryan Zyngier, Scott Russell, Leonard Zawisa, Danita Hill, Paula Hall, Paul Bordine, Feleicia Davis, Michael Tredway, Jim Powell, Shatyra Young, Phil Ashford Jr., Tracy Mitchell, Bryan Boardman, Chelsie Donald, Jim Holland, Jerry Cerpa, Jim Wolstencroft, Shannon Clark, Rose Miller, Jiasia Chalk, Marjorie, Schannult, Steven Shrupp, Jakayla Anderson.

— David Reise  
Branch 2184 Election Committee Chairperson

## Jackie McGregory Chosen for NALC Leadership Academy!

Branch 2184 Executive Vice President and Dearborn Annex letter carrier and steward Jackie McGregory has been selected the NALC's prestigious Leadership Academy, class #28, which will begin on January 7. Our National Union's Leadership Academy is a rigorous program of intensive training to prepare letter carrier activists for leadership roles in all aspects of NALC union work. Only 30 letter carriers are selected for each Leadership Academy class, two from each of the 15 NALC Regions in the United States. Jackie's selection is a well-deserved honor. It is also a great honor for Branch 2184, as 2024 will be our 100th year representing area letter carriers.

Jackie becomes the third member of Branch 2184 to be chosen for NALC Leadership Academy. Branch President Walt McGregory was selected in 2010, and our late Union Sister Michele Szafran was selected in 2018. Former Branch 2184 member Elizabeth Bays was selected while still a member of our branch, and she subsequently completed NALC Leadership Academy training as a member of Branch 320.

*Congratulations to Jackie!*

## Branch Uniform Bank Now Open!

As our new CCA Brothers and Sisters join us as new members, Branch 2184 is asking our re-tired and active carriers to donate new or used uni-forms 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.

Even during this pandemic, you can still make donations to the uniform bank by bringing in gently used uniforms and gear to your office. Give it to your steward and he/she will make sure your donation gets to the Branch 2184 office.

Let's make our new members feel welcome.

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

MARTIN  
LUTHER  
KING JR.  
*Day*




***"I have a Dream."***

### 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."***




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**Happy Presidents Day**

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**Postal Holiday  
February 19, 2024**

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NATIONAL ASSOCIATION OF LETTER CARRIERS • AFL-CIO  
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Taylor, MI 48180



## 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**



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.

**Walter McGregory**, *President*  
**Jaqueline McGregory**, *Executive VP*  
**Darryl Clay**, *Vice President*  
**vacant**, *Recording Secretary*  
**Cathy Tondreau**, *Financial Secretary/Treasurer*  
**Leonard Zawisa**, *Retirees Officer*  
**Phil Ashford**, *Sergeant at Arms*  
**James Powell**, *Health Benefits Officer*  
**Dave Reise**, *Trustee*  
**Felicia Davis**, *Trustee*  
**Tracy Mitchell**, *Trustee*