

Branch 2184 ... "Speaks"

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2017

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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 3rd, 2018
February 7th 2018
(7:30 p.m. - Union Hall)

Retirees Meetings:

January 10th, 2018
February 14th, 2018
(12:30 p.m. - Union Hall)

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President's Report

Local Memorandum Settled

On November 3, I signed our new Branch Local Memorandum of Understanding with Postal managements lead negotiator Lincoln Park Postmaster Joe Bodary. The 2016-2019 LMOU became effective on that date. It covers all 19 offices represented by the Branch. The local negotiations were a bit different this year as we were mandated by the national parties through a memorandum in our recently settled contract that we negotiate local leave provisions for City Carrier Assistants. I am happy to report that we were able to reach an agreement that does just that as well as other enhancements and beneficial changes to our local contract. (See this issue's accompanying article for further details)

I would like to thank our Branch LMOU main table bargaining team for all their help and hard work: Executive Vice President Walter McGregory, Vice President Joe Golonka, Lincoln Park Step A Designee and Branch Route Inspection Officer Dave Reise, and Taylor Steward / Step A Designee Michele Szafran.

Branch Elections

As we go to press our Branch election process is nearing completion. All Branch officer positions have been filled except for one of the two steward positions in Canton which resulted in a tie. A runoff election in Canton is now taking place with a final tabulation due on December 22nd. I would like to congratulate the newly elected officers and stewards and thank our outgoing officers and stewards for all their hard work on behalf of the Branch. (See accompanying election results in this edition of the Speaks). I would also like to thank the election committee led by Committee Chairperson Dave Reise, Joe Golonka, Michele Szafran, Mel MacDonald, Paula Hall, and alternates Jim Powell and Phil Ashford for the long hours and diligence in this most important process.

(Continued on page 3)

Officers

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



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

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

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

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

Stewards

| | |
|-----------------------|-------------------------|
| Belleville | Gregory Bodziak |
| ..... | Bryon Hendricks (alt) |
| Dearborn (Main)..... | Darryl Clay |
| ..... | Symone Coleman |
| ..... | Yvonne Jackson (alt) |
| Dearborn (Annex)..... | Melvin MacDonald |
| ..... | Jacqueline McGregory |
| ..... | Rose Miller (alt) |
| ..... | Tom Klecha (alt) |
| Dearborn Heights..... | Denise Viola |
| Dundee..... | 313-295-1640 |
| Flat Rock | Lillian Bogosian |
| Grosse Ile..... | Christopher Biegalski |
| ..... | Kim Bumbul (alt) |
| ..... | Gloria Warthen (alt) |
| Inkster | Phil Ashford |
| ..... | Thad Dillard (alt) |
| ..... | Scherrie Lacey (alt) |
| Lincoln Park..... | Scott Watts |
| ..... | Dave Reise (alt) |
| Monroe | Erik Venzke |
| ..... | Chris Carmon (alt) |
| ..... | Jacqueline Belman (alt) |
| Northville..... | Beth Bays (alt) |
| ..... | Valerie Watkins (alt) |
| Plymouth | Kristie Nelson (alt) |
| ..... | Tamara Bosman (alt) |
| Rockwood..... | Gloria Warthen |
| Taylor | Michele Szafran |
| Temperance | 313-295-1640 |
| Trenton | Casey Pennington |
| ..... | Tracy Mitchell |
| Westland..... | Walter McGregory |
| ..... | Felicia Davis |
| ..... | Katrina Jones |
| ..... | Vina Stacy (alt) |
| ..... | Cynthia Harris (alt) |
| Canton | Ramon Robinson |
| ..... | Tyler Haverstick |
| ..... | Lois Fritz (alt) |
| Ypsilanti..... | Mike Tredway |
| ..... | Paul Bordine |
| ..... | Alan Grajczyk (alt) |
| ..... | Rick Rider (alt) |
| ..... | Stevi Hall (alt) |

Address Correction Requested

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

Call 313-295-1640

(Continued from page 1)

Presidents Report**Happy Holidays!**

On behalf of the Officers and Stewards here at Branch 2184 I wish you and your families the happiest of holidays and a safe, healthy and prosperous New Year!

-- *Mark Judd*
President

EVP's Report**TIS THE SEASON**

Letter Carriers across the country are delivering a record number of parcels. Just within our own Branch 2184 represented offices, carriers are working countless hours seven days a week to get the job done! That's what we do as professional Letter Carriers! WE DELIVER!

Just a few years ago, we were talking about "5 Day delivery is the wrong way" and "Save Saturday delivery", and now we have mandatory overtime on Sunday just to try and keep up with the increased business from customers like Amazon and Walmart. This is a welcome turn of events from a few short years ago.

Let's continue to show America that no matter what amount of volume of packages are ordered, America can count on its Postal Service and letter carriers to get it delivered to them!

RETRO PAY

All active career letter carriers received their back pay in the December 1, 2017 paycheck. This payment covers the period of time from Sept. 3, 2016, through August 18, 2017. During this period, career letter carriers received three wage increases: a cost-of-living adjustment (COLA) of \$21 annually, effective Sept. 3, 2016; a general wage increase of 1.2 percent effective Nov. 26, 2016; and a COLA of \$333 effective March 4, 2017.

Active city carrier assistant (CCA) letter car-

riers will receive their back pay in their Feb. 9, 2018, paychecks. A CCA's back pay will cover the period from Nov. 26, 2016, through Sept. 15, 2017. This payment will include the 2.2 percent general wage increase and the addition of two \$0.50-per-hour step increases in the new CCA pay scale where applicable. The two \$0.50-per-hour step increases are payable at 12 and 52 weeks of service.

Letter carriers who converted from CCA to career during the back pay period received the career portion of their back pay on December 1 and will receive the back pay for their time spent as a CCA in their February 9, 2018, paycheck.

Retired and separated letter carriers: Most career letter carriers who retired between Sept. 3, 2016, and August 18, 2017, and those career letter carriers who were active on August 7, 2017, and have since separated from the Postal Service, also received their back pay as of December 1st, 2017. These former letter carriers received their back pay in the form of a paper check mailed to the last office in which they worked, and they should contact their former office to arrange getting the check.

The remaining 3,600 carriers in this category will receive their back pay the same way on Dec. 15, 2017. This unfortunate delay is due to a coding error related to the terminal leave payments made to these carriers.

Former CCA letter carriers who were active on August 7, 2017, and have since separated from the Postal Service should check back for further updates on when and how their back pay will be distributed. If you have any questions or concerns about your back pay, please see your immediate supervisor first, then seek out your union steward or call the local union hall for assistance if needed.

LCPF

Are you signed up for our Letter Carrier Political Fund (LCPF)? If not, why not? There are so many people in power now that want to take away what we have worked so long and hard to have now, our decent wages and benefits for our families. With

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the stroke of a pen, it could all be gone! Yes, it could happen. The way you do your part is sign up immediately for LCPF. Here is an example of a current bill that was passed in the House of Representatives on 11/30/2017; H.R. 4182:

On 11/30/2017, the House of Representatives voted in a mostly party-line vote 213 to 204 to pass H.R. 4182, the Ensuring a Qualified Civil Service (EQUALS) Act, introduced by Rep. James Comer (R-KY). The bill aims to change the current one-year probationary period to two years for federal employees and to undercut due-process rights, whistleblower protections, and the very civil service protections designed to protect federal employees against unjust managerial rulings. Unfortunately, the significantly increased probationary period would also apply to the Postal Service.

The key difference between probationary employees and career federal employees is that it is much easier for an agency to fire employees on probationary periods than those having career status. By extending the period, agencies would have twice as long to consider an employee's performance and decide whether to allow the employee to progress in their career or to be terminated before then.

One out of every ten letter carriers is signed up for LCPF. We can and should do better than that. Five bucks a pay period is all that is needed to help fight off those who want to take away what we have fought for so long and so hard all of these years for. Do the right thing to help protect your pay and benefits, sign up for LCPF today. See your steward or call the Branch 2184 Union office directly at 313 295 1640 and an officer would be glad to assist you in signing up for our political PAC. The job you save just might be your own!

On behalf of all the stewards and Branch 2184 Officers, I wish you and your families a safe and Happy Holiday Season.

In Unionism,

-- *Walt McGregory*

Executive Vice President

VP's Report

Letter Carrier

Winter Weather Safety

Snow, ice, and cold cause or contribute to hundreds, perhaps even thousands of letter carrier injuries and illnesses each year. The actual number cannot be accurately known since many letter carrier injuries are never reported because of fear, intimidation, and lack of knowledge. **However, the single most effective method of preventing a job-related injury is always to perform all work with safety in mind at all times.** This means always taking enough time to work with full awareness and complete control of your work environment so that you can properly respond when hazardous situations occur.

Just over a year ago, in December 2016 about ten days of deep snow, ice and cold resulted in more than a dozen significant injuries to Branch 2184 letter carriers. Ironically, this occurred at the start of what was an otherwise "mild" winter season, at least by Michigan standards. Additionally, some 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 information for letter carriers follows.

COLD

Unlike reptiles, humans are warm-blooded creatures (or at least most of us are). As a result our bodies must respond to and compensate for differences in temperature between our surrounding environment and our normal body temperature of about 98.6 degrees Fahrenheit. Moving air 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 ambient 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.

Since a letter carrier during the winter season usually spends six or more hours per day exposed to cold and wind, 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.

Job-related frostbite is a traumatic injury and should also be immediately reported on Department of Labor OWCP Form CA-1 when it occurs. Frostbite is 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 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 than 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 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. About 70% of winter storm-related deaths and serious injuries occur in automobile accidents. However, virtually 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.

Most postal vehicles are poorly designed (as well as poorly maintained) for handling in snowy or icy conditions, meaning that letter carriers must be especially vigilant when driving them. Falling and blowing snow also causes problems with visibility and creates treacherous conditions for walking and driving. Again, the most effective means of avoiding accidents and injuries is to work in a manner where you are always in control of your environment. Adjust your driving speed as necessary and walk in a cautious manner, using shorter and controlled steps so that you can respond to a slip on snow or ice with-

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out falling.

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. The moisture content of snow is greater when air temperatures are closer to freezing (32 degrees Fahrenheit). It is this "wet snow" that often partially melts and then refreezes on surfaces such as walks and steps, creating very hazardous walking conditions, especially if additional snow accumulates on top of the frozen layer. This situation has been the direct cause of many serious letter carrier injuries.



OTHER WINTER HAZARDS

Freezing rain or ice storms occur when liquid 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 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, a premise which is patently absurd by any measure. Computer-generated workload information does not include weather factors, and it is up to the supervisor to make real world considerations about a letter carrier's 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.

Those 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 all of 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 summer heat and humidity can be dangerous even for a healthy and well-conditioned person.

It is always 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 often 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 simply contact management for instructions. NEVER skip any portion of your lunch or break times, 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. Lunch and break times also provide a necessary respite from prolonged exposure to harsh conditions.

In summary, winter weather in a climate such as Michigan's brings unique and difficult hazards for all letter carriers. Management is concerned only with making their "numbers," and in most instances could not care less about your personal health or safety. It is ultimately up to YOU to do whatever is necessary to avoid winter weather-related injuries and illnesses.

-- Joe Golonka
Vice President

January 15th

Martin Luther King



Stronger Together

A few weeks ago I was having a conversation with my brother about the importance of unions. My brother, who works in a non-union factory owned by the anti-union Koch brothers, said that unions cannot really be strong because the company would just fire everyone and hire new people. He gave the example that if my office, Monroe, went on strike the post office would just divert all the mail for nearby offices to deliver, and fire all of the striking Monroe carriers. It is with this example that I realized that he does not know where unions get their strength.

In March of 1970, Branch 36 out of New York voted by a margin of 3-to-2, against the NALC National President's wishes, to strike against the Post Office. The President of the NALC, then James Rademacher, was urging the members of the union to not strike and to agree to a deal he had made with President Nixon and the House Committee to defer their wage increase, but the membership would not listen. On 12:01 am March 18, 1970 Branch 36 started picketing their post offices and from there it spread like wildfire across the country. Not only were letter carriers picketing, but clerks and truck drivers walked out and joined us.

By March 23, 1970 over 200,000 postal workers were striking and the National Guard was called in to try to move the mail; they were unsuccessful. It took the pleas of the President of the AFL-CIO George Meany, NALC President Rademacher, plus the promise that a deal would be made within 5 days to get most of the carriers back to work. A deal was made for a wage increase and as a result of the strike and the strength exuded by the membership we gained the right to bargain collectively, which is how we, as a union, come to an agreement with the post office on what terms we will work.

The strength of our union lies not in our national agreement, or within the NALC national office, or even our branch president, officers, and stewards. The strength of our union lies within each of our members. The union, and the national agreement, becomes stronger the more carriers do their jobs correctly; meaning filling out a 3996 if you know you will go over that day. When you fill out a 3996 it creates a paper trail so if you work over and file a grievance the union steward has proof that you informed management early that you were over.

The union becomes stronger when carriers are willing to write statements. I cannot stress how important writing a statement is, it is the tangible proof that a carrier is having an issue with something that is happening and a well written statement is the catalyst to any grievance. If you are not sure if your statement sounds good enough, ask your steward what else you should include; all statements should include a who, what, where, when, and how; if you want to add your feelings on the matter then that is your choice but it's not necessary, if you want to type it up because you feel that you have bad handwriting, that is fine too. With enough statements and enough grievances change can happen, but it all starts with carriers being strong enough to request to talk to a steward and writing a statement.

If you believe our union is not strong enough, then I ask you, what are you doing to strengthen the union? Are you coming to meetings? Are you attending union events? Are you donating to the uni-

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form bank? Are you donating to the Letter Carrier Political Fund? Are you involved in any way with the union besides paying dues out of your paycheck and complaining about how weak the union is? If you are only doing the last of these things then perhaps you should consider getting involved to actively make the union stronger. Request union time, write coherent statements, and always remember that you are involved in something that is bigger than yourself but its strength ultimately lies within you.

Have fun, Stay safe, and Make good choices.

-- Jackie Belman

Alternate Steward, Monroe



Working In The Dark When Customer Service Meets Safety And Common Sense

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

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

Even more problems are created through unrealistic management expectations of letter carrier office and street performance, often based on inaccurate and incomplete computer data. In some offices

problems are still further compounded by management's unwillingness to assign overtime work in the contractually prescribed manner. The result of all of this: the earth still rotates, the sun still sets, and letter carriers are still out in the street after dark. Existing delivery hazards are magnified by poor visibility in darkness, and in some areas there also is a serious threat to letter carrier safety due to potential criminal activity.

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

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

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

until all mail is delivered.

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

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

-- 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.

OUR ADOPTED FAMILIES FOR CHRISTMAS 2018

Again this year, our generous membership voted to adopt families through the Volunteers of America program for Christmas. Three families were adopted this year; each family received a Meijer gift card to allow the parent(s) the happiness and fulfillment of shopping for their children and to play Santa themselves. It was my honor to meet these very appreciative families; and I would like to share with you a little about them.

The first family is a family of seven; mom, dad and five children, ages ranging from one month old to 18 years old. The mom had to quit her job due to a high risk pregnancy, her husband worked and was the sole income for this large family. Needless to say they have been struggling just to pay their bills; making having money for Christmas an impossibility this year.

The second family is a family of three; a mother with two young children; a four month old and a two year old. She is a single mother who lost her own mother in June of this year. She is struggling to care for her children emotionally and financially now, without her biggest supporter there to help her.

The third family is a single mother of a nine year old boy. The mother explained that her son has a chronic skin disease which has put him in the hospital twice this year for a week each time. This mom is a full-time student trying to finish school to get the educational training she needs to get a good job in the future to care for her son. Like the previously mentioned family, she too lost her mother and greatest supporter, not to mention her son's "second mother" in February of this year.

I would like to thank the membership for continuing to vote in favor of this program and for allowing me the opportunity of being the one to choose and contact these families and share in the joy it

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brings them. It has been one of the greatest pleasures in my years as your recording secretary; with that being said, it will be one of the things I will miss most.

Lastly I would like to mention, Volunteers of America does more than the Adopt a Family Program for Christmas; they have a Veteran's Program administered by the U.S. Department of Veteran Affairs, a medical Clinic in Lansing to be a "place of healing for homeless", Senior Housing Center(s), they provide homeless families a safe place to stay during brief bouts of homelessness, they have helped service meals in Community Kitchens around Michigan and much more. For more information and/or to make a donation, visit www.voa.org. Happy Holidays to all!

-- Casey Pennington
Recording Secretary

Branch 2184 Web Site

www.nalc2184.org

Retirement Information
 CSRS & FERS Annuity Payments
 OWCP Information
 Branch Calendar
 "FMLA" forms
 Carrier Pay Chart
 Online Forms 3971, 3996, 3189
 CCA Information

Steward Resources:

Grievance Forms
 Grievance Guidelines
 Grievance Issue Statements
 National Agreement
 Defenses to Discipline
 JCAM, MRS, M-39, M-41
 2184 Memo of Understanding

Branch 2184

Official Election Results

*Denotes Elected

Trustees (3 Elected)

| | |
|-----------------|-----|
| *Tim Bailey | 228 |
| *Gloria Warthen | 220 |
| *Felicia Bryant | 214 |
| Patricia Linna | 205 |

Belleville Steward (1 Elected)

| | |
|------------------|----|
| *Bryon Hendricks | 11 |
| Greg Bodziak | 3 |

Plymouth Steward (2 Elected)

| | |
|----------------|----|
| *Tamara Bosman | 22 |
| *Diego Forshaw | 18 |
| Dan Marek | 6 |

Canton Steward (2 Elected)

| | |
|-------------------|----|
| *Tyler Haverstick | 25 |
| Lori Boljesic | 16 |
| Ramon Robinson | 16 |

The Canton Steward election resulted in a tie for second place. A runoff election will take place within 30 days to determine the second Canton Steward.

-- David Reise
Branch 2184 Election Committee Chairperson

Seasons Greetings, Union brothers and sisters.

Thank you so much for your support and votes for one of the three positions for trustee of Branch 2184.

I am so excited for what the year 2018 has to offer. I look forward to working hard on the executive board for Branch 2184 members.

Sincerely,

-- Felicia Bryant-Davis
Branch 2184 Trustee Elect



SEASONS GREETINGS

Brothers & Sisters,

The year we leave behind has strengthened us in many ways. Letter carriers are the messengers for this nation who perform a great service for our country even beyond delivering the mail. We are committed to providing the world's best mail service and I am honored to be able to represent all members in our region. Your hard work and dedication to the NALC continues to be an inspiration to me as your National Business Agent, and as I have often said, no one can do it alone.

Reflecting on 2017, the KIM Region has been very successful because of our work for and with each other. We have seen a year of growth in the Postal Service and that is a good sign for our Union. Under the leadership of President Rolando, we have negotiated a new Collective Bargaining Agreement that serves both career and non-career letter carriers very well. Great gains have been achieved and they are all well deserved.

This past year has seen a political division in the country and confusion in the White House. That division, however, cannot exist in how we deal with each other as Union brothers and sisters. It has never been easy dealing with postal management, but now we will have to escalate our efforts in the legislative arena. Together we will be able to overcome those hurdles 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 NALC.

2018 will bring the National Convention to our region-Detroit here we come!!

On behalf of your Regional Administrative Assistants, Troy Clark and David Mudd, I wish your branch members and their families a joyous, safe and prosperous holiday season. May the spirit and tradition of the holidays transcend a 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. Take care of each other.

Merry Christmas and Happy Holidays!!

PATRICK C CARROLL

National Business Agent, KIM Region 6

Contract Corner:

Q: Management told me that medical documentation they required from me must have a diagnosis and prognosis. Is that correct?

A: NO, that is very much not correct. Under NO circumstances can management ever require a specific medical diagnosis or a prognosis in medical documentation provided by an employee. Such requirements exceed management's scope of authority as well as violate medical privacy statutes. Unfortunately there are still some in management that are apparently incapable of understanding this, including the postmaster of at least one Branch 2184-represented installation.

When letter carriers are told to provide medical documentation of a sick leave absence, it need only meet the requirements of the Employee and Labor Relations Manual (ELM) section 513.364, which states that *"The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the*

employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation to perform duties."

Note that nothing in the above-cited regulations makes any reference to or even hints at a requirement to provide a medical diagnosis or prognosis. Instead, medical documentation should merely provide a general explanation of the nature of the employee's condition (i.e. symptoms) that is preventing him or her from performing normal letter carrier duties.

In summary, any demand from management that the contents of medical documentation include a medical diagnosis or prognosis must be immediately be challenged through the grievance procedure. Additionally, ALL management demands for medical documentation for ANY sick leave absence of three work days or less should ALWAYS be responded to with a grievance immediately upon return to work.



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

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Robert Kreager

Branch 2184 Retired

1802 Ford Blvd. Lincoln Park, MI 48146-3956
313-386-0527 (voice) 313-386-4037 (fax)

Q: I called to tell management that I could not finish my route in 8 hours and they instructed me to continue until I was done. The next day they told me that the Overtime I worked was somehow "unauthorized." How can that be?

A: It can't be. Whenever a letter carrier advises management of the need to work overtime and the carrier is in turn instructed to complete all duties, this becomes a direct authorization of the overtime which results. Any management claim to the contrary is contractually unsupported doubletalk. Such a claim ultimately amounts absolutely nothing and cannot validly be used for any purpose. Additionally, unless management completes a PS Form 1017-B, "Unauthorized Overtime Record," their phony claims of alleged unauthorized overtime amount to nothing more than meaningless opinion. **Of note, if management does complete a 1017-B for overtime work that they have previously authorized, this should immediately be challenged through the grievance procedure.**

To reiterate, any overtime worked by a letter carrier in direct response to a management instruction has by definition been authorized, no matter how management tries to subsequently spin it. Such rhetorical game playing by management should normally be laughed off, unless a PS Form 1017-B is completed. If this occurs, the next step is to see your steward for purposes of initiating a grievance to challenge management's delusional and entirely improper designation of "unauthorized" overtime.

Q: Are Letter Carriers required to sign for disciplinary actions that they receive?

A: There is no such requirement. In fact there are only a few things that letter carriers are ever required to sign or initial for, such as a leave request (PS Form 3971), a change of schedule request made for their own personal convenience (PS Form 3189), or specific accountable mail items as defined in the M-41 handbook section 261. **Letter carriers are NOT required to sign or initial for anything else, including but by no means limited to training logs,**

service/safety talks, receipt of information, gas cards, etc. Instructions to sign for any of these items (as well as many others) should initially be complied with and then immediately followed by a request to meet with your steward to initiate a grievance.

The subject of postal employee signatures on disciplinary actions and its ramifications has been debated for many years. However, ultimately an employee signature or the absence thereof is essentially irrelevant to management's obligation of proving just cause for any disciplinary action. There is a perception that signing a disciplinary denotes agreement with its contents. Although this is understandable, this is not at all the case.

Instead, it is far important that upon receiving a disciplinary action a letter carrier immediately requests to meet with his or her NALC steward to begin the process of investigating and initiating a timely grievance in response. Ultimately, all that matters is whether management can prove just cause for the issuance of the disciplinary action. This burden of proof is entirely upon them. **Keep in mind that a grievance must be discussed at the initial step of the Dispute Resolution Process within 14 days of when the subject disciplinary action was received, so a meeting with your steward is the first and foremost response to any such action by management.**



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Scholarship Thanks

Dear NALC Branch 2184,

I am honored to be a recipient of the branch's scholarship. I am currently finishing my undergraduate classes at Henry Ford College and have been accepted into Wayne State University's College of Pharmacy, which I will be starting next fall. Receiving this scholarship will help relieve some of the financial burden and I would like to thank the branch and all of its members for helping me accomplish my goals.

Sincerely,

-- *Lucas Kuzala*, (Son of Retired Dearborn Annex carrier **Joanne Kuzala**)

Dear Mr. Judd and members of Branch 2184,

I would like to thank you for letting me have the opportunity to receive this \$500 scholarship from the National Association of Letter Carriers Branch 2184. With this scholarship I will be able to pay for the many expenses associated with college that I won't be able to afford otherwise. This scholarship will also let me graduate college with less debt than I would have had otherwise. I plan to graduate with a bachelor's degree in Marine Biology. I would like to thank you again for letting me receive this scholarship and accomplish my dreams.

Sincerely,

-- *Evelyn Maciejewski*, (Daughter of Belleville carrier **Robert Maciejewski**)

Dear Branch 2184,

Thank you so much for the \$500 scholarship to better my education in aerodynamics in Jackson Michigan at Jackson community college.

Because of your help in my education one day I'll be able to repay a member of branch 2184 when I'm the pilot in a airplane at a airport near you.

-- *Kareem Bryant Jr.* (Son of Westland carrier **Felicia Davis**)

Dear Branch 2184,

I am honored to be one of the recipients of the Higher Education Scholarship.

I have just begun my undergraduate career as a freshman at the University of Miami in Coral Gables, FL and can already report that I am doing well academically. My plans at this stage are to complete a major in Architecture with a minor in Spanish. University of Miami offers one of the finest programs in the country and I consider myself fortunate to be able to attend.

My educational pursuits would not be possible without generous support from scholarship sponsors like your organization. Thank you for enabling this opportunity!

Sincerely,

-- *Robin Crowder*, (Daughter of Dearborn Annex carrier **Jesse Crowder**)

MDA Canister Drive Results

| | |
|---------------------|-------------------|
| Dearborn Annex | \$700.03 |
| Taylor | \$611.00 |
| Monroe | \$345.00 |
| Northville | \$305.00 |
| Westland | \$244.37 |
| Dearborn Heights | \$200.00 |
| Lincoln Park | \$135.00 |
| Ypsilanti | \$119.27 |
| Plymouth | \$100.00 |
| Canton | \$90.00 |
| Trenton | \$80.00 |
| Belleville | \$51.24 |
| Dearborn Main | \$25.00 |
| Grosse Ile | \$10.00 |
| GRAND TOTAL: | \$3,009.40 |



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

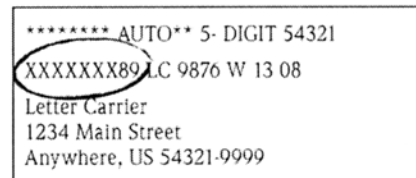
Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 064000017
8. Enter your 17-digit Account Number _____ 0034952535
See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:
_____ 0034952535

To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PoastalEASE"
- Begin at step 1 above

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

New Branch 2184 Local Memorandum of Understanding

In accordance with the terms of the recently negotiated 2016-2019 Collective Bargaining Agreement between the NALC and the Postal Service, a period of local implementation began on October 16, 2017 and ended on November 14, 2017. During this time, NALC Branches including Branch 2184 and our management counterparts met to negotiate proposals pertaining to the 22 items designated as subjects for local negotiation, per Article 30 of the National Agreement. These 22 Items are the basis for an NALC Branch's local contract, which also known as a Local Memorandum of Understanding (LMOU).

Additionally, the National parties included a Memorandum of Understanding in the new Contract which required the local parties to negotiate provisions for City Carrier Assistants (CCAs) to make annual leave selections during the choice vacation period as well as provisions for incidental leave requests. Although Branch 2184 attempted to negotiate CCA leave provisions into the previous (2011-2016) LMOU, management stonewalled these efforts, meaning that we were required to open the LMOU for negotiation this time around in order to comply with the directives of the NALC and the Postal Service at the National level.

Branch 2184's local negotiations committee was appointed by Branch President Mark Judd. In addition to Mark as the Union's chief spokesperson, our team included Executive Vice President Walt McGregory, Vice President Joe Golonka, Taylor steward, Step A designee and District Safety Committee member Michele Szafran, and Lincoln Park Step A designee and Branch 2184 Route Inspection Officer David Reise. Additionally, several other Branch 2184 stewards and Step A designees attended the negotiations as alternates for the Union. Management's committee was led by Lincoln Park Postmaster Joe Bodary. Negotiations began on Friday, October 27 at the Branch 2184 office.

In addition to the CCA leave provision issues, Branch 2184 brought forward several other proposals intended to clarify and strengthen existing LMOU provisions. Management brought forth but one proposal, seeking to change the "pecking order" for holiday scheduling purposes. Although the initial day of negotiations resulted in no substantive progress, the next two days of meetings were more productive, and after several proposals and counterproposals we reached an agreement regarding the CCA leave provisions as well as on several other union proposals. On Friday, November 3, Branch President Judd and Postmaster Bodary signed the completed new agreement, which became effective immediately.

Some of the highlights and changes in the new Branch 2184 Local Memorandum of Understanding:

- CCAs will be provided with a separate vacation board and will be allowed to select vacations in order of relative standing. One (1) annual leave slot will be provided each week in offices with 13 or less CCAs on the rolls as of December 1 each year. Two (2) annual leave slots will be provided each week in offices with 14 or more CCAs on the rolls as of December 1 each year. Approval for CCA leave requests above the number allowed off will be at management's discretion.
- Incidental leave (leave remaining) requests for CCAs submitted during and outside the choice vacation period will be granted, subject to five day service breaks and holiday scheduling needs.
- Any letter carrier whose individual bid assignment is changed by 50% or more of existing deliveries through any route adjustment process will have the option of vacating the assignment, which will then result in the application of the provisions of Article 41, section 3.O of the National Agreement. The application of these provisions would require the posting for bid of all routes and other fulltime duty

assignments held by carriers junior to those whose assignments are abolished through route adjustments or other processes, which is the existing Article 41.3.O provision, as well as the posting of all assignments held by those junior to any carrier that chooses to vacate their assignment because 50% or more of deliveries of the assignment have been changed through any route adjustment process.

- The LMOU provisions pertaining to temporary assignment changes for T-6 carriers when a fulltime carrier is called into work on their nonscheduled day have been further defined. This clarification was necessary because of continued misinterpretation of the existing language by some individuals in some of our stations. The added language states that "If a fulltime regular carrier is called into work on a nonscheduled day AND if two or more vacancies on the string still exist, the T-6 carrier shall select his/her assignment. If one of the two vacancies has been opted on, it will not be considered as vacant for purposes of applying the provision."
- Important language has been added related to safety and to job-related injuries. First, management will contact local authorities in all instances of dog bites. **Additionally, station stewards and/or the local union must be notified of all on the job letter carriers injuries and accidents.** Finally, language has been added that reiterates the responsibility of management to ensure that employees are made aware of their rights and responsibilities and are provided with all required forms after reporting job-related injuries. Management's mishandling of on-the-job injury matters has been a serious and ongoing problem in some of our Installations.
- In post office stations where computers are available, reasonable access will be granted to NALC stewards in the performance of their Union duties.

-- Mark Judd, Walt McGregory, Joe Golonka, Michele Szafran, and David Reise
Branch 2184 LMOU negotiation committee

From the Postmaster General

For more than 242 years, employees like you have contributed
To the success of the United States Postal Service.

I would like to thank you for your hard work and commitment
to our organization.

Thank you for your dedication to our customers and to the communities
we serve across our country.

Best wishes for a safe and happy holiday season.



Sincerely,
Megan J. Brennan
Postmaster General and Chief Executive Officer



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R - Indicates retired members.

GIMME 5

Attend Your Branch Meetings

Branch Meetings

1st Wednesday of the month
7:30 pm @ Union Hall

Retirees Meetings

2nd Wednesday of the month
12:30 pm @ Union Hall

Branch Uniform Bank Now Open!

As our new CCA Brothers and Sisters join us as new members, Branch 2184 is asking our retired and active carriers to donate new or used uniforms that they no longer need. If you would like to donate please bring them to the Branch office or give them to your Steward to drop off.

Thank you to **Jim Bowling** (Trenton Retired), **Jackie Belman** (Monroe), **Steven Cox** (Dearborn Annex Retired), and **Gerald Skocen** (Dearborn Annex) for their donations.

Lets make our new members feel welcome.

For more information call
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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*

Walter McGregory, *Executive VP*

Joe Golonka, *Vice President*

Casey Pennington, *Recording Secretary*

Cathy Tondreau, *Financial Secretary Treasurer*

Scott Watts, *Sergeant at Arms*

Jim Powell, *Health Benefits Representative*

Leonard Zawisa, *Retirees Officer*

Patricia Linna, *Trustee*

Tim Bailey, *Trustee*

Gloria Warthen, *Trustee*



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