Walt McGregory Jackie McGregory Darryl Clay Mel MacDonald Cathy Tondreau Jim Powell Phil Ashford Tracy Mitchell Gloria Warthen Felicia Davis Leonard Zawisa Dave Reise Erik Venzke Kris Shaw Mark Owen Bryon Hendricks Jillian Hudgins Symone Coleman Yvonne Jackson Karl Tamburro Shaun Fowikes Marwan Ghotemi Chanel Harrison Lillian Bogosian Scherrie Lacey Scherkeira Wells Scott Watts Valerie Watkins Elizabeth Bays Tamara Bosman Kristie Nelson Diego Forshaw Otis Barney Keith Benedict William Douglas Jeffrey Webb Nakia Whitfield Katrina Jones Ananias Epps Ramon Robinson Tonya Rutledge Paul Bordine Mike Tredway Danita Hill

This month's Leadership Council Memo will begin as usual with an update on Branch administrative matters and scheduled events. There will be no regular membership meeting in August as the summer break continues. The next regular membership meeting will occur on Wednesday, September 7 at 7:30 p.m. The format of this meeting has yet to be determined, but it will be either via WebEx or possibly a resumption of our in-person member meetings, depending on the situation with Covid at that time. The availability of WebEx technology also provides the flexibility that the Branch will need for future meetings of all kinds.

There will be a steward meeting on Tuesday, August 16 at 7:00 p.m. This meeting will be conducted via WebEx. Please note that officers, stewards, and others that are Contract enforcers and that also are delegates attending the National Convention in Chicago August 8 through 12 will receive steward meeting credit for August, conditional upon their expected attendance and participation in the daily convention sessions and workshops. The Branch 2184 executive board will meet on Monday, August 29 at 7:30 p.m.

All "systems are go" for the NALC's $72^{\text {nd }}$ Biennial Convention in Chicago next month. Delegates having any questions or concerns should speak with Branch President Walt McGregory ASAP. Before and after the convention sessions on Monday through Thursday of the convention week there will be 40 valuable workshops and seminars offered on a wide variety of topics. Branch 2184 delegates are expected to attend at least two of these, and are encouraged to attend as many as possible. As customarily occurs, there will also be a welcome reception for delegates and guests on Sunday, August 7 in the late afternoon and evening.

The next and last convention in the current term of office for Branch 2184 delegates will be the Michigan State Association of Letter Carriers (MISALC) convention at the Motor City Casino in Detroit on May 1 and 2, 2023. Nominations for Branch 2184 officers, station stewards, and convention delegates for the 2024-2026 term of office will take place at the regular Branch membership meeting on Wednesday, October 4, 2023 at 7:30 p.m. National Conventions during the next term of office are scheduled in Boston, Massachusetts from August 5-9, 2024, and in Los Angeles, California from August 3-7, 2026. The dates and location of the 2025 MISALC convention have not yet determined.

Sunday, June 26 saw the return of the annual Branch 2184 picnic for members, family and friends. Warm summer weather provided the backdrop for a fine afternoon of fun, frivolity, and union fellowship for more than 350 attendees. A special note of thanks goes to everyone whose volunteer work helped to make the picnic a success and also to picnic committee chairperson Erik Venzke and his committee members. Barring unforeseen circumstances, our picnic will be back again next year, bigger and better than ever.

Implementation and training for the new Technology Integrated Alternate Route Evaluation and Adjustment Process continues. Northville member and Step A Designee Beth Bays has been chosen as Route Evaluation and Adjustment Team (REAT) member for USPS Michigan District 1. Allen Park Steward Mark Owen has been chosen as a Carrier Optimal Routing (COR) Tech for USPS Michigan District 1. Beth as well as Branch 2184 Route Adjustment specialist and Contract Enforcement Committee member David Reise will provide updates during the July steward meetings and during future meetings.

With a month to go in the current 6-month cost of living adjustment (COLA) cycle of January through July 2022, the accumulated amount is on a pace to potentially become the largest single COLA adjustment since the NALC gained the right to negotiate wages and benefits following the 1970 strike. The amount will be known following the release of the July Consumer Price Index (CPI) on Wednesday, August 10 and will become effective on Saturday, August 27, the first day of pay period 19. Although high inflation is never a good thing, NALC members are fortunate that their union has negotiated and maintained uncapped cost of living adjustments as part of the Contractual wage and benefit structure for the past several decades.

Two questions recently came up concerning continuation of pay (COP) following a traumatic, job-related injury. The first question concerned work hour credit toward the hours necessary for FMLA eligibility. Although COP is regular pay, the hours are not credited as work hours for purposes of meeting the 1250 needed during the 12 months immediately prior to requesting FMLA coverage for a qualifying absence. Only actual work hours are counted for this purpose. The second question is trickier and the answer is not commonly known. It concerned earning leave, both sick leave and annual leave, while in a COP status. Normally USPS employees will earn additional paid leave for all hours that they are in a pay status, including while on sick or annual leave. However, even though it is a "special kind" of pay status and it is required by the Federal Employees Compensation Act for the first 45 days of work loss following a traumatic on the job injury (OWCP Form CA-1), COP hours are actually considered to be leave without pay (LWOP), per the Employee and Labor Relations Manual (ELM), section 514.4. Thus, neither annual leave or sick leave is earned on hours that are being paid as continuation of pay (USPS TACS Code 71).

With the continued aging of much of the postal vehicle fleet as well as dubious management planning and decisions regarding the assignment of vehicles, there is an increasing number of situations where letter carriers are being asked to use their personal vehicle for the transportation and delivery mail. Stewards, please be aware of and strictly enforce the following contractual requirements, per Article 41, section 4 of the contract (JCAM pages 41-36 to 41-38).

First, and most importantly, under NO circumstances can any city carrier be involuntarily compelled to use their personal vehicle for any work-related function such as the transportation and delivery of mail. There are NO exceptions - not for an alleged "emergency" or for any other reason. Second, should a letter carrier voluntarily choose to use their personal vehicle for this purpose (and this is discouraged) they MUST be compensated as set forth in Article 41, section 4. Reimbursement is determined locally by written agreement between the carrier and the installation head, per Article 41, section 4.A.2, but shall not be less nor more than the sum of the amounts computed for each of the factors listed in Article 41, section 4.A.3, parts a through e.

A member called with union office with a question about requesting to have an NS-day off instead of being scheduled to work. Apparently in this office form 3971 is used to "request" having an NS-day off. This seems to be common practice but it is an improper use of the 3971. Because the 3971 was used, the carrier erroneously thought that our LMOU "72-hour rule" for responding to annual leave requests also applied to requesting an NS-day. Simply put, it does not. Additionally, a supervisor denied the NS-day request, stating that "the leave board was full." The carrier annual leave boards in each station have nothing whatsoever to do with NS days. Please be sure they are NOT be used for that purpose.

- Data analysis, route evaluation and adjustment, jointly conducting all carrier consultations and ensuring all resulting data is properly recorded and unit records are updated. Carrier consultations may be conducted in person, via video communications or telephonically.
- Immediately refer to the district lead team any issue the route evaluation and adjustment team is unable to resolve.
- Forwarding to the district lead team copies of all data and adjustments. Copies should be electronic when available.
- Ensuring the evaluation and adjustments are completed within prescribed time limits.

Local Office Contacts - Local office contacts will be selected by Delivery Operations at Headquarters, in consultation with the District Manager or designee, and by the Branch President or designee. The local office contacts will be provided information on their duties and responsibilities and will discuss these tasks with their assigned route evaluation and adjustment team prior to performing local office contact tasks.

The local office contacts are responsible for providing the route evaluation and adjustment team the following information:

- Local issues relevant to route evaluation and adjustment.
- Completed Local Office Contact Pre-Evaluation Questionnaire.
- A current seniority list.
- Current or anticipated vacancies and information regarding replacement carriers.
- Potential data integrity issues regarding Management Operating Data System (MODS) code entries, modifying time clock entries in TACS, auxiliary assistance tracking, work hour transfers, etc.
- Where appropriate, reasons why the selected review periods may not be valid for evaluation.
- Notification, as far in advance as practicable, when either local office contact will not be available to perform his/her responsibilities, including the name of his/her replacement.
- All PS Form 3999 data when requested.
- Designated back-up representatives.

Local office contacts are also responsible for the following:

- Reading and becoming familiar with all agreements related to the process.
- Jointly informing the route evaluation and adjustment team on the progress of the completion of valid and representative PS Forms 3999 when requested by the route evaluation and adjustment team.
- Ensuring the PS Form 3999 process is followed at the local level.
- Assisting the route evaluation and adjustment team with territory adjustments. The local office contacts may also jointly select someone with knowledge of the territory to provide this assistance.
- Providing carriers their routes' evaluated time, prior to the adjustment consultation.
- Providing carriers copies of any amended PS Form(s) 1840 Reverse if changes were made after the adjustment consultation by the route evaluation and adjustment team.

The district lead team may, by mutual agreement, assign additional tasks to a specific pair of local office contacts, on an individual, case-by-case basis.

## Issue Resolution

The issue resolution process will be used to resolve issues related to the Technology Integrated Alternate Route Evaluation and Adjustment Process. Team members at all levels should consult this document prior to elevating any unresolved issue. The steps and time frames for elevating unresolved issues are as follows:

## Route Evaluation and Adjustment Teams

Any issue that the team is unable to resolve will immediately be referred to the district lead team.
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## District Lead Teams

Any issues from the route evaluation and adjustment team that cannot be resolved by the district lead team will be referred to the area/regional team within two working days of receipt of the issue.

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## Area/Regional Teams

Any issues from the district lead teams that cannot be resolved by the area/regional team will be referred to the national oversight team within three working days of receipt of the issue.
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## National Oversight Team

The national oversight team will resolve any issues that cannot be resolved by an area/regional team within four working days of receipt of the issue.
automatically deduct time recorded in the non-recurring category from a route. You should review any time deduction made to a route.

## Non-recurring Street Time

An explanation of each work function that is listed in the USPS computer system as non-recurring street time follows:

- Backtracking - This function is used for a letter carrier to return to a prior delivery to deliver a piece of mail that was missed. For example, if letter carriers are instructed on a normal basis to go back and deliver mis-sequenced pieces of DPS or FSS mail, this is where the time spent would be recorded. In this particular situation, the time should not be deducted from a letter carrier's street time.
- Animal Interference - Time spent dealing with an animal attack or avoiding animals. An example would be when a letter carrier is required to walk an extra distance away from a house to avoid an animal. If this happens on a recurring basis, the time should not be deducted from a letter carrier's street time.
- Waiting for Relays - This is time spent waiting for mail to be delivered to a relay box on a foot route. If a letter carrier gets to a relay box and the mail for the next relay is not in the box and this happens on a recurring basis, the time spent waiting for the mail to arrive should not be deducted from a letter carrier's street time.
- Waiting for Transportation - This is time spent waiting for transportation. For example, if a letter carrier is required to use public transportation on the route, the time waiting for such transportation where it occurs on a regular basis should not be deducted from a letter carrier's street time.
- Waiting Other - Most non-recurring waiting time not covered by any of the other functions will be recorded under "Waiting Other." Managers must take notes regarding reasons for placing letter carriers on this function. You should review these notes very carefully for errors.
- Temporary Detail - This function is used for any duties performed on the day the Form 3999 is conducted that are not part of the route. For example, time spent performing work on another route on a day of street inspection would be recorded here. In this example, the time would be deducted from a letter carrier's street time.
- Management Time - This is time spent away from normal street duties due to the needs of the examiner performing the Form 3999. For example, if the supervisor receives a phone call to return to the office and a letter carrier has to drive him/her back, this is where the time spent would be recorded. Time should only be deducted when a letter carrier completely stops working for no other reason than the route examiner's needs.
- Accident - In the unfortunate event of an accident, time spent waiting due to the accident is recorded under this function. Expect this time to be deducted from a letter carrier's street time.
- Miscellaneous Other - This function is used to cover anything not covered under any of the other functions mentioned. Managers must take notes regarding reasons for placing letter carriers on this function. You should review these notes very carefully for errors.
- Replenish - This is time spent moving mail into position for delivery. For example, taking a tray of mail from the back of the vehicle and moving it to the front onto the tray for delivery. Time spent under this function should not be deducted from a letter carrier's street time.

