

# MEMO

To the Branch 2184 Leadership Council, March 9, 2021



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Jackie McGregory  
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Cathy Tondreau  
Jim Powell  
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Felicia Davis  
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Denise Viola  
Lillian Bogosian  
Chris Biegalski  
Phil Ashford  
Scherric Lacey  
Dave Reise  
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Joshua Nagy  
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Elizabeth Bays  
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Kristie Nelson  
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Keith Benedict  
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Katrina Jones  
Ananias Epps  
Ramon Robinson  
Paul Bordine  
Mike Tredway

This Leadership Council Memo will begin as usual with an administrative update. Although some progress has been made with curbing the COVID-19 pandemic and vaccination efforts are ongoing, we are still some time away from being able to return to something that resembles "normalcy," at the Branch level and on the larger scale. Thus, until further notice we will continue to conduct all of our regularly scheduled internal meetings – steward meetings, executive board meetings, and monthly membership meetings, via teleconference. The one exception will be a special membership meeting called by Branch President Walter McGregory on Sunday, May 23 for the specific purpose of conducting nominations for Branch 2184 elections for the 2021 – 2023 term of office.

Convention delegates, if you are planning to participate in the nomination and election of officers for the Michigan State Association of Letter Carriers (MISALC), which will take place via WEBEX on Sunday, April 11, please notify the Branch 2184 office no later than Wednesday, March 10, and provide your phone number and email address. A reminder that there will be a caucus of participating Branch 2184 delegates via teleconference at 2:00 p.m. on Sunday, March 28. This year's scheduled MISALC convention was canceled.

We were advised during a NALC Region 6 teleconference that this year's NALC Food Drive will not be held on Saturday, May 8, as originally scheduled. It is possible that the Food Drive will be conducted on a date to be determined later this year. Details about the Food Drive and if/how it will be conducted this year should be forthcoming soon.

During the same teleconference we were advised that the results of the ratification ballot for the proposed 2019-2023 NALC/USPS Contract will be announced as soon as the end of this week. It is widely expected that the new Collective Bargaining Agreement will be approved by the active NALC membership. We will be discussing some of the new and changed contract language during steward meetings during the forthcoming months.

Pay raises (two 1% contractual increases and two COLAs) for active carriers will become effective at the beginning of the next full pay period following ratification. **CCA conversions to career PTF status for those that meet the 24 months of relative standing in their USPS installation must take place within 60 days of the ratification date. Stewards, please monitor this closely.**

Members should be advised to be patient regarding the calculation and payment of retroactive pay, as this will likely take at least a few months to complete. As before, the retroactive pay will come as an adjustment in a future paycheck. However, the retroactive pay and consequently larger gross amount of that check will NOT cause letter carriers to be pushed into a higher tax bracket, as the retroactive pay will be taxed separately from the regular pay for that pay period, with its own additional set of deductions.

The Branch has received an important and favorable decision from the Dispute Resolution Step B parties regarding a grievance where a CCA from the Monroe installation was involuntarily "loaned" for more than nine months to two other installations (first Inkster and then Dearborn Heights) within our Branch, both of them a considerable distance from the CCA's home installation. This resulted in considerable additional expense to the CCA, including their leased vehicle.



Management in this situation was found to be in violation of a December 2013 National level Memorandum of Understanding (M-01827), specifically part 1, which states "CCAs will normally work in their employing post office but may be assigned to work in another post office in the local travel area within the same district *on an occasional basis* (the assignment may be for a partial day or for several consecutive days, depending on local circumstances)." The Step B parties found that the amount of time that the CCA had been loaned exceeded what is considered "on an occasional basis." Stewards, please monitor closely the loaning of CCAs either to or from your installation, and be prepared to investigate and initiate grievances when this exceeds an "occasional" basis.

Branch President Walt McGregory has instituted the following policy for Branch 2184's formal Step A designees, which is effect until further notice. Whenever a grievance file is mailed to the Step B Dispute Resolution Team, you must also contact the union office afterwards and notify Walt, EVP Mark Judd, VP Jackie McGregory, or Joe Golonka. At that time, we will need to know when the Branch's copy of the grievance file will be dropped off or mailed.

Additionally, a reminder for all stewards that at least once a month the Branch office should be provided copies of ALL grievance settlements from your stations. If there were no grievances, this should also be reflected on your individual station grievance logs. Thank for your assistance with both of these policies.

A reminder that it is absolutely critical that stewards in all of our stations closely monitor the existence of any residual vacancies (posted vacant assignments for which there were no bids) in your stations. **We simply cannot allow these assignments to go unfilled when this occurs.** During the past several years the National parties negotiated a series of Memorandums of Understanding (MOUs) pertaining filling fulltime regular opportunities in the City Carrier Craft. The last of these was also carried forward into the 2016-2019 National Agreement, but is more commonly known as M-01876 in the NALC Materials Reference System (MRS). These MOUS have set forth a very specific set of steps that management MUST follow to fill residual vacancies. **Given the opportunity, management can and will "sit on" residual vacancies. We can't give them that opportunity to begin with.**

As is customary, the February Postal Record contained the annual listing of contributors to the Letter Carrier Political Fund (LCPF). Branch 2184 did well, but we can and we should do a whole lot better, especially given the seriousness of what is at stake for us politically. Special recognition goes to our top active member contributors, who are Gloria Warthen, John Hite, Paula Hall, Beth Bays, and Karen Regentik. Among our retired members, David Marshall led the way, followed by Joe Golonka and Mark Judd.

Postal management has a long and sordid habit of failing to pay Continuation of Pay (COP) to letter carriers that have incurred job-related traumatic injuries and who are fully or partially disabled for work during the first 45 calendar days of work loss following the injury. Although this management failure occurs with many injured carriers, it is particularly a problem with CCAs, who are typically not paid or are improperly paid. Letter carriers and other postal employees that have irregular work schedules (such as CCAs and PTFs) have their COP calculated differently than fulltime regular career employees. CCAs do NOT just receive their two or four-hour reporting guarantee if unable to work due to a job-related traumatic injury. Stewards, please read the article from NALC Assistant to the President for injury compensation Kevin Card from the March 2014 Postal Record and which accompanies this month's steward meeting documents.