

Branch 2184 ...

Union Courier

Official Publication of Branch 2184, NALC, AFL-CIO

November/December 2025

President's Report

BRANCH APPOINTMENTS

Sister Tracy Mitchell has stepped down from her position as a Branch Trustee for personal family reasons. Thanks sister Tracy for your years of dedication and service to Branch 2184 as an officer.

I have appointed Dearborn Annex carrier Jillian Hudgins to the position of Trustee, to finish the term of office vacated by sister Tracy Mitchell.

PROPOSED BYLAW CHANGES APPROVED BY MEMBERSHIP & NALC COMMITTEE OF LAWS

At the October 1st, 2025, Branch membership meeting, several proposed Branch Bylaw changes were approved by the membership.

The approved bylaw changes were sent as required to the Committee of Laws at NALC headquarters, where they were reviewed and approved by the committee members which includes Mack L. Julion, Chairperson, James W. "Jim" Yates, committee member and Manuel Peralta Jr., committee member.

BRANCH 2184 RETIREE LUNCHEON DECEMBER 11, 2025

On Thursday 12/11/2025, the branch will be having our retiree meeting at Pia's Ristorante Italiano restaurant located at 21142 Ecorse Rd, Taylor, MI 48180. We will be having lunch with the retirees at a nice restaurant to show thanks to our retired brothers and sisters who have paved the way for us. I hope to see you there.

K.I.M. TRAINING 2025

This year's K.I.M. (Kentucky, Indiana, and Michigan) Training was held at the Northern Kentucky Convention Center in Covington, KY. Sixteen of your Branch 2184 contract enforcers attended this training on behalf

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Branch 2184

**Southeast Michigan
National Association
of Letter Carriers**

AFL - CIO

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E-Mail:

NALC2184@sbcglobal.net

Web Site www.nalc2184.org

Office Hours:

9:00 a.m. - 5:00 p.m.

Monday through Friday

Calendar

Branch Meetings:

January 7, 2026

February 4, 2026

(7:30 p.m. - Union Hall)

Retirees Meetings

December 11, 2025

January 8, 2026

(12:30 p.m.)

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Officers

President.....	Walt McGregory
Executive VP	Jacqueline McGregory
Vice President	Darryl Clay
Recording Secretary.....	Katrina Jones
Financial Secretary Treas	Mark Owen
Sergeant at Arms	Paula Hall
Retirees Officer	Scott Watts
Health Benefits Rep	Jerry Cerpa
MBA Representative	Erik Venzke
Trustee.....	Jillian Hudgins
Trustee.....	Dave Reise
Trustee.....	Joe Golonka
Editor.....	Jim Hales
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 Union Courier 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
.....	Kris Shaw (alt)
.....	Scott Russel (alt)
Belleville.....	Hill Weber
Dearborn (Main).....	Inda Warren
.....	Damon Green (alt)
Dearborn (Annex)	Jacqueline McGregory
.....	Jillian Hudgins
.....	Mohamad Rahal (alt)
.....	Kim Miller (alt)
Dearborn Heights	Shaun Fowlkes
.....	Chanel Harrison
.....	Marwan Ghotemi (alt)
.....	Kevin Earnest (alt)
.....	Shannon Clark (alt)
Dundee.....	Walt McGregory (alt)
Flat Rock.....	Walt McGregory (alt)
Grosse Ile	Rachel Stachulski
Inkster	Scherrie Lacey
.....	Kaliah Patrick (alt)
.....	Jacqueline McGregory (alt)
Lincoln Park.....	Scott Watts
.....	Kris Shaw (alt)
.....	Cole Hamilton (alt)
.....	Patrica Jones (alt)
Monroe.....	Jacqueline McGregory (alt)
.....	Keith Benedict (alt)
Northville	Jennifer Rake
Plymouth.....	Diego Forshaw
.....	Dan Marek
Rockwood	Walt McGregory (alt)
Taylor.....	Keith Benedict
Temperance.....	Walt McGregory (alt)
Trenton.....	Jeffery Webb
.....	William Douglas
.....	Tracy Mitchell (alt)
Westland	Ananias Epps
.....	Nakia Whitfield
.....	Bryan Mikich
.....	Walt McGregory (alt)
.....	Jacqueline McGregory (alt)
.....	Natalie Mikich (alt)
Canton.....	Ramon Robinson
.....	Brian Fryer (alt)
.....	Jacqueline McGregory (alt)
Ypsilanti.....	Paul Bordine
.....	Ashley Seper

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of the membership. There are a couple of K.I.M. articles appearing in this newsletter and additional articles will appear next year in 2026 newsletters.

2025 RAP SESSION

The 2025 NALC Rap Session (National Conference) took place Friday through Sunday, Nov. 21–23 at the Hilton Cleveland Downtown. Local NALC leaders from around the country came to hear about plans for upcoming contract negotiations starting early next year. On Sunday, NALC President Brian Renfroe gave a report and answered questions. There will be a joint report in this paper from your Branch 2184 Contract Administration Unit (CAU) members that attended the conference; President Walt McGregory, Mutual Benefit Representative/OWCP Officer Erik Venzke, and Trustees Joe Golonka and Dave Reise.

BRANCH FACEBOOK PAGE

As of 11/26/2025, there are 262 members on our Facebook page. The page is growing daily. If you are on Facebook, please search for our page. You must answer a few questions such as who is your steward (s) and what post office you work out of, and then you will be approved. There is up to date information about what is going on within your branch, at the state, regional and national levels of NALC. There are always contractual updates.

We are in the final month of 2025, 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

EVP's Report

From Leadership to Wellness:

Earlier this month, I attended two important NALC events in Orlando, Florida. First, I participated in the Committee of Presidents (COP) meeting on

November 1–2, followed immediately by the Health Benefit Plan seminar from November 2–5. Attending both back-to-back gave me insight into union leadership, legislative priorities, and the tools that support our health and well-being as letter carriers.

Committee of Presidents (COP) Meeting

At the COP, branch presidents from across the country gathered to discuss leadership strategies, legislative updates, and union priorities. Highlights included:

1. Legislative update from the NALC President
Updates focused on maintaining delivery standards, protecting against privatization, and promoting retirement fairness legislation.
2. Questions from branch presidents
Branch presidents asked questions on staffing, routes, and grievance handling, reinforcing that branch voices shape national strategy.
3. Committees assembled for negotiations
Committees were formed to support upcoming contract negotiations, analyzing prior agreements and developing proposals to ensure strong bargaining outcomes.
4. Votes and leadership updates
 - ◇ New co-chair elected to fill the COP vacancy
 - ◇ Fall 2026 COP meeting scheduled (date and host branch)
 - ◇ Dan Toth discussed his newly appointed duties and responsibilities

Attending the COP provided firsthand insight into leadership and union strategy affecting letter carriers nationwide.

Understanding the NALC Health Benefit Plan for 2026

Immediately after the COP, I attended the Health Benefit Plan seminar, a four-day event packed with updates, education, and hands-on demonstrations of the plan's wellness programs. I left feeling energized and confident about what our plan offers members - especially as we head into the 2026 Open Season.

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What Sets Our Plan Apart

The NALC Health Benefit Plan is not just insurance - it is a full support system built around the real challenges postal workers face. Many benefits included in this plan are not offered by most other health plans:

- Fitness and gym discounts for active and retired members
- Virtual physical therapy through Hinge Health
- Heart health tracking with Hello Heart
- 24/7 telehealth access
- Mental health support through Optum
- Weight-loss and lifestyle support through Real Appeal
- Chronic condition coaching for diabetes, hypertension, and more

These programs are designed to prevent problems before they become serious, saving members time, money, and stress.

Hello Heart: Taking Control of Heart Health

With high rates of hypertension among carriers, Hello Heart provides a smart blood pressure monitor connected to an app. Members can:

- Track readings automatically
- Spot patterns and changes early
- Receive personalized tips to improve heart health

It is a simple tool that empowers carriers to manage heart health daily, reducing the need for repeated office visits.

Hinge Health: Virtual Physical Therapy

Hinge Health addresses the wear and tear that our bodies experience on the route. Members can:

- Work with licensed PTs online
- Follow guided exercises at home
- Use motion sensors to ensure proper form

Reduce chronic pain and improve mobility This program is flexible, convenient, and directly targets the areas where carriers struggle most.

Real Appeal: Weight-Loss Support

Real Appeal is a no-cost digital program helping members adopt sustainable habits. It provides:

- A personal health coach
- Weekly online sessions
- Home tools for nutrition, exercise, and stress management

Participants often see improvements in weight, energy, blood pressure, and confidence, making it a powerful preventive tool for long-term health.

A Plan Designed for Postal Workers

The NALC Health Benefit Plan reflects the real-world demands of our work—joint pain, chronic conditions, stress, and physical strain. It is practical, accessible, and built around our lifestyle.

Support for Retirees

The plan offers strong coverage for retirees, including:

- Coordinated Medicare benefits
- Waived copays in many situations
- Additional perks through Medicare Advantage options

Retirees continue to benefit from robust coverage and lower out-of-pocket costs.

Why this matters for our branch, heading into 2026: it is important for all members to understand what our health plan offers. These programs save members money, improve daily health, and provide real tools to stay strong on the route.

In closing, the COP showed how leadership is planning for the future, while the Health Benefit Plan seminar highlighted programs that directly improve carrier health and quality of life. The NALC HBP is designed specifically for postal workers, offering prevention, wellness, and convenience. During open season, I encourage all members to explore these benefits—they truly make a difference.

--*Jacqueline McGregory*
Executive Vice President

Healthcare Seminar Report

While attending the NALC Healthcare Rap Session on November 2 - 5, I learned several helpful things. The NALC health plan is recommended for better coverage because it covers a broad range of options for active and retired members. As of this time we have a Member Access Portal and an App where each member can review individual claims and history of billing statements. They can order cards online or print them on the website and they can use an internal search engine to find in-network providers. With 2025 ending, starting next year there will be several provider partnerships through Cigna, including CVS Caremark, Hinge Health, and Hello Heart. To provide an example, Hinge Health helps relieve pain in muscle in joints by providing virtual training exercises and wearable devices such as Enso that provide gentle pulses to relieve pain across your muscles and joints. Most importantly, it is available for free to you and your dependents aged 18 and older.

Another program that should catch your attention is the Hello Heart app, it is a free, Food and Drug Administration-cleared monitor to help you track and share blood pressure data with your doctor. It also offers lifestyle coaching via your smartphone or tablet at no cost to you or your family. Additional programs include weight loss health coaching, quitting tobacco and other solutions for caregivers are all provided for NALC members. To check if your doctor is in-network, call NALC Cigna at 1-888-636-6259, 8:00 a.m. to 6:00 p.m. November 10 through December 8.

For those turning 65 and thus becoming eligible for Medicare, you must sign up for a Medicare Advantage Plan to keep your prescription drug coverage. You have two options: Silver Script or the Aetna Medicare Advantage. Both are free to members, but with no option to opt out on either/or plan, your choice will be finalized. Refusing to choose means you will have no prescription drug coverage. This also means there is no longer a grace period for next year, so if you do not enroll, you will lose your coverage entirely.

Silver Script reimburses up to \$600 annually for

Medicare Part B Premiums, while Aetna Medicare Advantage reimburses up to \$900 a year for every NALC member. Additional benefits are provided, such as Silver Sneakers fitness, Healthy Home visits, non-emergency transportation, and home-delivered meals and hospital stays.

All NALC members must review both plans before choosing what works best for you. For the NALC Health Benefit plan, biweekly High Option costs are \$121.14 for self-only and \$262.70 for family (employee pay), and \$262.42 monthly for self-only and \$577.41 for family (retiree pay).

Finally, I want to wish everyone a happy and safe holiday season. It is my pleasure to serve as your Retirement Officer for Branch 2184.

--Scott Watts
Branch 2184 Retirees Officer

THE CLEVELAND NON-RAP

The scheduled National Rap session was on Sunday 11/23/2025 and was preceded by a day of meeting with bargaining subcommittees reviewing all articles of the contract except Article 9, with proposals from past conventions. Much of the input from the members present was consistent with what has been heard in the past, such as an all-career workforce and calls for higher pay.

One thing that came to my mind during the Article 41 discussion of 6-day count and adjustments was that if we bargained for an ADR (Alternate Dispute Resolution) process just to address route inspection grievances quickly, possibly before implementation of adjustments, then we could spare everyone a lot of grief and headache. One of the attendees did voice a similar idea so I did not think it would be necessary to add my voice. I did discuss with national Route Inspection instructor and subcommittee member Ron Osborne that national should consider using a street factor when using a PS Form 3999 to move territory, which would help a lot in getting a fair adjustment.

The reason I titled this the Cleveland NON-RAP

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was that our National Leadership declared on the day of the RAP only Branch Presidents and State Association Presidents or their designees were allowed at the microphone. When one Branch President voiced a complaint national President Brian Renfro quoted Article 3, section 4b from the National Constitution. It is time for an amendment to our National Constitution. This was a rap session scheduled right before collective bargaining and many NALC members were there just because of that. By the time of our next National Convention in August 2026 the bargaining phase may be all over. This can be corrected in the future by an amendment to our National Constitution.

I also would like to thank the membership and the Branch President Walt McGregory to have the foresight to send members of our Branch Contract Administration Unit team to the RAP. In addition to what I have discussed already, I was able to make new acquaintances and to have my own personal “rap” where I found a lot of similar concerns all over the country.

--Dave Reise
Branch 2184 CAU Member

Retirement Counseling

If you are planning on retiring from the USPS, Branch 2184 is offering Retirement Counseling Assistance. Our Branch 2184 Retirees Officer will have a one-on-one with you and will answer questions and assist in filling out your retirement papers.

It is recommended that you order your Blue book at least 90 days in advance of your retirement date.

After you get your blue book contact the branch office so we can help you fill out the proper forms and schedule your HR Shared Services retirement counseling appointment.



Retiree Holiday Luncheon



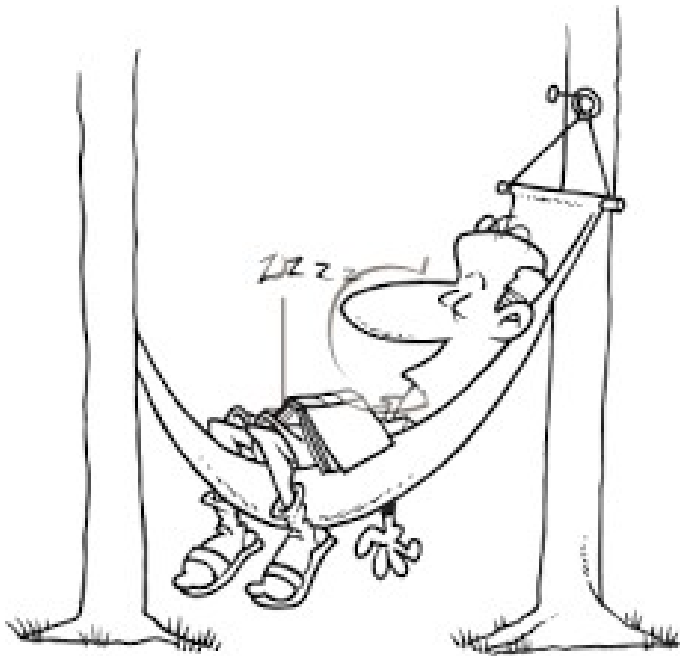
All Branch 2184 Retired Members are cordially invited to attend a Holiday Luncheon sponsored by your Union. The Luncheon will take place at Pia’s Restaurant beginning at 12:30 p.m. on Thursday, December 11. This event is FREE to all Retired Branch 2184 Members. Guests may attend at their own cost.

Pia’s Restaurant is located at 21142 Ecorse Road in Taylor, just a few blocks from our Union office. Retired members, please make plans to attend and RSVP to the Branch 2184 office at (313) 295-1640.

Branch 2184 New Members

Abdullah Yafai	Dearborn
Kendra Jordan	Dearborn
Jessica Cabanaw	Taylor
Francesca Vazquez	Canton
Kenneth Needham	Monroe
Tacoria Posey	Taylor
Zeporah Payne	Ypsilanti
Michael Osborne	Dearborn
Maria Marimpietri	Taylor
Angela Bailey	Dearborn
Rreyon Mason	Dearborn
Kacee Parrish	Ypsilanti
Taren Watkins	Ypsilanti
Matthew LeFevre	Flat Rock
Carissa Noble	Westland

Welcome to
Branch 2184



Branch 2184 Scholarship Winners Announced

On Tuesday, September 30, Branch 2184's Trustees selected the winners of this year's Branch 2184 Scholarships by means of a random drawing from all applications received. The following will receive \$500 towards tuition, books, or room and board from an accredited and licensed college or trade school:

- Madison McKinney, daughter of Monroe member Shasta Murphy
- Jermiah Mack, son of Westland member Marcina McMath
- Sierra Sanchez, daughter of Lincoln Park member Migual Sanchez
- Jessica Locklear, daughter of Trenton member Heather Locklear

Congratulations to the winners of this year's Branch 2184 Scholarship awards, and all the best in your future academic endeavors!

Branch 2184 Trustees

--Tracy Mitchell, Chairperson
--Dave Reise
--Joe Golonka

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"



**Postal Holiday
January 19, 2026**

K.I.M. Training Reports

Darryl Clay

Over the Indigenous Peoples' Day weekend, NALC members from across Region 6 gathered in Covington, Kentucky, for the annual K.I.M. Training. The event provided an excellent opportunity for education, collaboration, and empowerment among dedicated letter carriers and union leaders.

MDA Raffle

This year, the MDA raffle featured some exciting new additions. Alongside our traditional 50/50 raffle, we included several great items for attendees to win, such as:

- Razor eScooter
- Tailgate Speaker
- Heated Throw
- Automobile Safety Kit
- Handheld Steam Iron
- Hand Mixer/Blender

In addition, I personally donated several items, which were available for a \$2.00 (or more) donation. These additions made a tremendous difference — we raised a total of **\$1,476.00**, with **\$283.00** going to the 50/50 winner and the remaining **\$1,193.00** donated to the **Muscular Dystrophy Association (MDA)**. This amount is **triple** what we raised for MDA at last year's K.I.M. event!

OWCP Training

I also attended the **OWCP training** conducted by Region 6 Regional Workers Compensation Specialist **Anita Lewallen**. This was a highly informative and valuable session. We reviewed several key forms, including the **CA-1**, **CA-2**, and **CA-17**, and discussed their proper use and filing procedures.

One of the most beneficial parts of the training was learning how to create an **ECOMP account**. Every letter carrier should have one, as it simplifies the process of filing and managing claims. To register, visit www.ecomp.dol.gov and click "**Register.**"

In Solidarity,

--Darryl Clay

Vice President, NALC Branch 2184

Joe Golonka

On Saturday, October 11 through Monday October 13, Branch 2184 Contract enforcers were in attendance, at the annual NALC Region 6 Training Seminar held this year in Covington, Kentucky. Region 6 is commonly known as the K.I.M. Region, comprising the States of Kentucky, Indiana, and Michigan. Our 18 attendees included the entire Branch 2184 Contract Administration team.

On Saturday I attended a class on letter carrier safety, which was comprehensive and discussed all aspects of work safety. This included but was not limited to safe work practices, reporting hazards and unsafe work conditions, vehicle safety, and contract enforcement strategies for NALC stewards and branch officers by utilizing Article 14 and the applicable provisions of various USPS handbooks and manuals.

On Sunday I attended an OPM Services Online presentation by Region 6 retirement expert Robbie Gardner. Robbie noted that this year's Services Online class had to be extensively revised from even last year, as OPM is constantly adding to and updating the many post-retirement services for postal and federal annuitants that can be and should be done online. Creating a Services Online account (www.servicesonline.opm.gov/) is a MUST for every member at the time of retirement. This year's class was as always very informative in nature and it provided a detailed roadmap for navigating OPM Services Online.

On Sunday I also attended an informative and entertaining class for NALC contract enforcers about the Joint Statements on Violence and Behavior in the Workplace (JSOVb) and/or mutual respect in the workplace. All too frequent occurrences of abusive and threatening behavior on the part of postal management (and occasionally by craft employees) makes a clear understanding of when and how to use the Joint Statements – and when not to, essential for our stewards. There was also a thorough discussion of the mutual respect requirements found in the M-39 Handbook section 115.4 and in other postal handbooks and manuals.

Monday's proceedings were highlighted by a talk from NALC National President Brian Renfroe that covered a range of subjects including contract negotiations, legislation, and other matters. Following the previous Contract debacle where NALC members were largely kept in the dark for more than 18 months after negotiations reached impasse, with occasional vague promises of an "historic" contract settlement occurring "soon," – only to have our members handed a substandard tentative agreement that was soundly rejected, it appears that Renfroe has sharply changed his strategy this time around.

How much of this is genuine or is instead merely performative gaslighting of NALC members remains to be seen. The National Union's "fight like hell" slogan was late to the party to begin with. Perhaps this choice of words was intended to draw upon the spirit of legendary union organizer and all around hellraiser Mary Harris "Mother" Jones, whose famous quote "pray for the dead and fight like hell for the living" remains a sacred mantra of organized labor. However, less than five years ago those very words were defiled and disgraced by Donald Trump, who exhorted a mob to "fight like hell" before they rioted and attacked the United States Capitol building in a failed coup attempt after Trump had lost the 2020 election. Yet Renfroe still chose to co-opt those words as the current fighting slogan for our union.

Moreover, our political battles will ultimately be won or lost in the United States Congress, and even more so in the midterm elections taking place on November 3 next year. Our battles with an arrogant and disrespectful Postal Service will likely never end. NALC's level of success in the next round of Contract negotiations will ultimately depend on the chosen strategies and the skill of our negotiating team as well as some intangible factors that cannot yet be known.

However, it is strongly hoped that in this round of negotiations that NALC spends less time parroting management's talking points ("we have to consider the agency's finances") and more time advocating NALC's own positions of behalf of letter carriers. To be clear, the Union need NOT ever consider USPS finances. The Postal Service arrogantly wastes hundreds of millions, even billions of dollars on layers upon layers of utterly useless management positions and on willful, repeated contract violations. Massive cost savings are there the taking and it is low hanging fruit. Simply dump all the worthless, nonproductive management deadwood and comply with the damn Contract! Letter carrier work in fact can be and should be largely self-directed. The ONLY finances that should ever be considered by NALC negotiators are those of City Letter Carriers and their families.

--Joe Golonka, Trustee

Branch 2184 Contract Administration Chairperson

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Dave Reise

On 10/11/25, I attended the Pre-Disciplinary Interviews class, which emphasized Weingarten Rights and the right of a steward to have a pre-interview consultation where the steward can caution the carrier to be careful of “leading” questions. For example, “Why did you throw the third bundle in the dumpster?” The class also covered Miranda Rights, Garrity Warnings and Kalkines Warnings. We were also provided with a booklet full of Contractual citations along with Step 4 decisions and even a Supreme Court decision.

On 10/12/25, I attended the Route Count and Inspection Class, which only discussed the PS Form 3999 (Inspection of the Letter Carrier Route) for the whole class. The most important thing for carriers is that the route examiner during a 6-day Count and Inspection must discuss disallowed time with you and that any disallowed time may be disputed in the grievance procedure. You also can (and should) also take your own notes during the inspection, and you can request a copy of all supervisors notes as well as all 3999 data.

The next class I attended was a “Just Cause” regarding disciplinary actions. The presentation went over the 6 Tests of Just Cause, noting any failure by management regarding one of the just cause tests is grounds for dismissal of the disciplinary charge. The 6 Tests are in our Collective Bargaining Agreement and are detailed in the Joint Contract Administration Manual (JCAM). Stewards need to review each of these tests for every grievance that involves disciplinary action.

The last class I attended was about Writing Statements and Grievance Interviews. These interviews and statements are very foundational to successful outcomes in the grievance procedure. The class was divided into 4 large groups and we conducted an exercise as to what kind of questions to ask and what information would be needed. Much more was discussed in all the classes but I just wanted to highlight a few things.

On 10/19/25 I attended a Zoom class online conducted by the Concerned Letter Carriers (CLC). This was the best class on route inspection training I have ever had during my 37 years as a union official. It actually dealt with HOW to build a successful grievance file on violations occurring during Route Count and Inspections. The class was facilitated by CLC candidate for NALC Director of Education Paul Boulanger, NALC Region 6 candidate for National Business Agent Walt McGregory, NALC Region 12 candidate for National Business Agent Bill Kriebel, and CLC candidate for NALC National President James Henry.

Dave Reise,

--Dave Reise, Trustee

Branch 2184 Trustee and Route Inspection Officer

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

Proposed Branch 2184 Bylaws Amendment

New Language is in Bold Print.

Note: This proposed Bylaws Amendment was initially published in the September/October 2025 Branch 2184 *Union Courier*. However, it contained a typographical error and therefore could not be debated and voted on at our October membership meeting. The correct current and proposed language appears below. The proposed amendment will be debated and voted on during our January 7, 2026 general membership meeting.

ARTICLE VI

Duties of Officers

Current Language:

Section 13 (e). Any officer actively doing contract enforcement duties assigned by the president will receive an annual sum equivalent to thirty-six hours of wages, to be paid in December and contingent upon submission of a voucher and attendance at a Contract Enforcement (Steward) meeting during each of ten or more months during that calendar year, or ten or more Executive Board Meetings. Officers will not be penalized if they are on approved leave. Officers who are also Step A representatives or Stewards will not receive double payments.

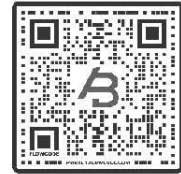
Proposed Language:

Section 13 (e). Any officer actively doing contract enforcement duties assigned by the president **or serving as an executive board member** will receive an annual sum equivalent to thirty-six hours of wages, to be paid in December and contingent upon submission of a voucher and attendance at a Contract Enforcement (Steward) meeting during each of ten or more months during that calendar year, or ten or more Executive Board Meetings. Officers will not be penalized if they are on approved leave. Officers who are also Step A representatives or Stewards will not receive double payments.

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✓ James Powell (R)
✓ Pamela Sellers
Christopher Tostige (R)
Manual Williams
✓ Jim Wolstencroft (R)

Dundee

✓ Jerome Mannlein (R)

Flat Rock

✓ Lillian Bogosian

Grosse Isle

✓ Rachel Stachulski

Inkster

- Phil Ashford
- ✓ Carl Gibbs (R)
- ✓ Scherrie Lacey
- Diana Taylor
- ✓ Kaliah Patrick

Lincoln Park

- ✓ Thelma Balogh (R)
- ✓ Arleen Blanchard
- ✓ Laura Fitzgerald
- ✓ Paula Hall (R)
- ✓ Ronald Hausch (R)
- ✓ Nicole Pace
- ✓ David Reise (R)
- ✓ Barbara Scaggs (R)
- ✓ Scott Watts (R)
- William Mason (R)

Monroe

- Carissa Creech
- ✓ Joanna MacKinnon
- ✓ Kenneth Masserant (R)
- ✓ Erik Venzke

Northville

- ✓ Ricky Hatfield
- ✓ Jennifer Rake
- ✓ Janice Mitchum
- ✓ Val Watkins
- Loianne Vester

Plymouth

- Otis Barney
- ✓ Mary Ferrari (R)
- ✓ Diego Forshaw
- ✓ Tiffani Howell (R)
- ✓ Patricia Linna (R)
- ✓ Gary Macioce (R)
- ✓ Mary Byrnes (R)
- ✓ Joan Ping (R)
- ✓ Kristie Nelson

Rockwood

Taylor

- ✓ Adeyinka Adeduntan
- ✓ Keith Benedict
- ✓ Patricia Davis (R)
- ✓ Dawn Gable
- ✓ Alexander Heatherly
- ✓ Jason Josaitis
- ✓ Ryan Judd
- ✓ James Kelly (R)
- Frances McGuchin (R)
- ✓ Walter Modelski (R)
- ✓ Timothy Murray
- ✓ Bob Parisi
- ✓ Tom Rauch (R)
- ✓ Bob Sedore (R)
- Victor Siemiacz
- ✓ Irene Sly (R)
- ✓ Suzanne Stevens (R)
- ✓ Jeanie Youtsey

Temperance

- ✓ Kari McLachlin

Trenton

- ✓ Gwen Heffinger (R)
- ✓ Larysa Larson
- Tracy Mitchell
- ✓ Casey Pennington
- ✓ Jeffery Webb
- ✓ William Douglas

Westland

- ✓ Arnita Adams
- ✓ Bertha Battista
- ✓ Felicia Davis
- ✓ Ananias Epps
- ✓ Albert Gilliespie
- ✓ Cynthia Harris
- ✓ Katrina Jones
- David Marshall
- ✓ Walter McGregory
- ✓ David Rumley
- ✓ Bryan Mikich
- ✓ Natalie Mikich
- ✓ Edward Sikora (R)

- ✓ Aaron Toth
- ✓ Nakia Whitfield

Canton

- Angeleta Eaton-Hicks
- ✓ Joe Golonka (R)
- ✓ John Hite
- ✓ Bonnie Price (R)
- ✓ Ramon Robinson
- ✓ Denise, Viola
- ✓ Shatyra Young

✓ Check mark indicates you are signed up for automatic contributions.
R = Retired members.

Ypsilanti

- ✓ Paul Bordine
- ✓ Timothy Bowsher (R)
- ✓ Paul Debruyne
- ✓ Patricia Neeley
- ✓ Dave Rowland
- ✓ Danita Hill

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2026 Leave Year and Pay Year Information for Branch 2184 Members

In an effort to be proactive regarding inevitable questions and concerns raised by our members regarding the forthcoming 2026 USPS leave and pay years, please be aware of the following information:

USPS Pay Year 2026 will begin on Saturday, December 13, 2025 (pay period 1, week 1, 2026). Forms W-2 received for the 2025 tax returns will reflect USPS pay through Friday, December 12.

USPS Leave Year 2026 will begin on Saturday, January 10, 2026 (pay period 3, week 1, 2026). This is the day the advanced annual leave for 2026 will be credited and available to fulltime letter carriers and can be used. This is also the day that 40 hours of annual leave will be advanced to part time flexible (PTF) letter carriers and can be used.

Also be aware that new leave balances will not be reflected on paychecks until the pay date of Friday, January 30, 2026. However, the leave will be credited and fully available to use beginning on Saturday, January 10, as noted above. Every year many in postal management and also some letter carriers are confused and misinformed about this.

The initial round of annual leave selections for 2026 begins in ALL Branch 2184-represented stations on Monday, December 1, 2025.

The leave remaining or "incidental leave" provisions of our Local Memorandum of Understanding (Items 4.7 and 12.2) become effective immediately upon completion of the first round of vacation selections, not the second round. This should be no later than January 15, 2026. Per our LMOU, such requests are not to be approved prior to six weeks in advance of the week during which the days are requested.

ALL approved CCA leave requests must be shown on the CCA leave boards ONLY. Leave approved for City Carrier Assistants (CCAs) is NOT used to fill any slots on the career city carrier vacation boards, and that it is NOT counted against the number of career letter carriers allowed off at any time.

Branch 2184 Convention Delegates planning to attend the NALC National Convention in Los Angeles August 3-7, 2026 should notify management of their intent prior to the beginning of vacation selections.

If questions or concerns about any aspect of Branch 2184's local leave program arise, please notify your steward or contact the Branch office immediately so that they can be timely addressed. **These are our locally negotiated leave procedures, and any questions of interpretation or clarification must be addressed ONLY by Branch 2184, NOT by postal management or by members from other NALC Branches.**

--Joe Golonka
Branch 2184 Contract Administration

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 Rose Miller and John Dainus Retiree's form Dearborn Annex for your donation to the CCA Uniform Bank.

CCAs please call prior to coming to the Union Hall so that we can make sure someone is available to assist you. Lets make our new members feel welcome.

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

Lets make our new members feel welcome.

2025 RAP Session

On Friday through Sunday, November 21-23, four Branch 2184 attendees were present for the 2025 NALC RAP Session (National Conference) in Cleveland. They were Branch President Walt McGregory, Injury Compensation Officer/Mutual Benefits Officer/Contract Administration Unit member Erik

Venzke, and Branch Trustees/Contract Administration Unit members David Reise and Joe Golonka.

The RAP session centered on identifying the issues that we as letter carriers want brought to the bargaining table in the upcoming contract negotiations. It was a great collaborative environment for the attendees to make our members and our own voices and opinions heard on what we perceive are the top issues for us as City Letter Carriers going into collective bargaining.

Rank-and-file leaders and subcommittees reviewed decades of resolutions and current concerns across key contract articles such as, leave (Articles 10–11), discipline and 204B use (Articles 16 & 41), overtime and scheduling (Article 8), steward and information rights (Articles 17 & 31), safety and health (Articles 13–14 & 35), and the grievance/arbitration process (Articles 5 & 15). National officers noted that extensive polling has already been completed, and that surveys will soon be sent to all active members to help refine and prioritize proposals before collective bargaining begins.

Day two focused on the financial and political environment that we are walking into. USPS is facing declining mail volume, rising delivery points, underfunded retirement obligations, and growing pressure from private competitors. The selection of Postmaster General Steiner and recent political attempts to weaken collective bargaining, dues deduction, and retirement benefits show that threats to the Postal Service and letter carriers are coming from multiple directions. These realities point to a tough round of negotiations and a strong possibility of arbitration.

Even so, the message from Cleveland was clear, we are entering the 2026 negotiations informed and prepared to fight for our rights, our jobs, and the future of the Postal Service. Participation in the upcoming member surveys and continued participation of local branches will be critical in advancing the priorities identified at the RAP session.

In Solidarity,

*Walt McGregory, Erik Venzke, Ravid Reise,
and Joe Golonka*

Attend Your Branch Meetings

Next Branch Meeting

January 7th, 2026

7:30 pm @ Union Hall

Next Retirees Meeting

January 8th, 2026

12:30 pm @ Union Hall

Contract Corner:

Drivers License Suspension or Revocation

Article 29 of the National Agreement deals with situations involving the limitation or revocation of State Driver's Licenses, as well as the suspension of postal driving privileges by management. The provisions of Article 29 require that *"every reasonable effort will be made to assign the employee in non-driving duties in the employee's craft or in other crafts. This requirement is not contingent upon a letter carrier making a request for non-driving duties. Rather, it is management's responsibility to find suitable work."*

This responsibility was further defined by National Arbitrator Carlton Snow in April 1998. In accordance with Arbitrator Snow's award, in situations where letter carriers temporarily lose driving privileges, regardless of the reason, management must: 1) first attempt to provide non-driving city letter craft duties within the carrier's regular Installation and schedule. This can include delivery of mail where alternate transportation arrangements can be arranged. If sufficient work is unavailable within the carrier's regular schedule, an attempt should be made to assign work on other hours and days; 2) If sufficient work is still unavailable, a further attempt should be made to identify work in other crafts as

(Continued on page 17)

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 15, 2025 (Third general wage increase)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	\$790
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 18, 2023	General wage increase	2.3%
Nov. 16, 2024	General wage increase	2.4%
June 14, 2025	Wage adjustment	\$0.50
Nov. 15, 2025	General wage increase	2.5%

NOTE: Upon conversion to full time, part-time flexible employees in Table 2 will be slotted into the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step P of Table 2, with proportionate application of the COLA to Steps A-O of Table 2.

NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

RSC Q (NALC)

Basic Annual Salaries																	Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	68,200	72,826	72,932	76,242	76,722	77,205	77,681	78,156	78,639	79,108	79,593	80,075	80,550	81,040	81,514	82,976	483
Carrier Technician*	69,632	74,355	74,464	77,843	78,333	78,826	79,312	79,797	80,290	80,769	81,264	81,757	82,242	82,742	83,226	84,718	493
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	34.24	36.56	36.61	38.27	38.52	38.76	39.00	39.23	39.48	39.71	39.96	40.20	40.44	40.68	40.92	41.65	
Carrier Technician*	34.96	37.33	37.38	39.08	39.32	39.57	39.82	40.06	40.31	40.55	40.80	41.04	41.29	41.54	41.78	42.53	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	32.79	35.01	35.06	36.65	36.89	37.12	37.35	37.58	37.81	38.03	38.27	38.50	38.73	38.96	39.19	39.89	
Carrier Technician*	33.48	35.75	35.80	37.42	37.66	37.90	38.13	38.36	38.60	38.83	39.07	39.31	39.54	39.78	40.01	40.73	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46		13.3

* Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

RSC Q7 (NALC)

Basic Annual Salaries																Prev. Step
	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	52,352	54,593	56,834	59,077	61,316	63,557	65,800	68,041	70,280	72,520	74,761	77,005	79,242	81,483	82,976	2,241
Carrier Technician*	53,451	55,739	58,028	60,318	62,604	64,892	67,182	69,470	71,756	74,043	76,331	78,622	80,906	83,194	84,718	2,288
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.28	27.41	28.53	29.66	30.78	31.91	33.03	34.16	35.28	36.41	37.53	38.66	39.78	40.91	41.65	
Carrier Technician*	26.83	27.98	29.13	30.28	31.43	32.58	33.73	34.87	36.02	37.17	38.32	39.47	40.62	41.76	42.53	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.17	26.25	27.32	28.40	29.48	30.56	31.63	32.71	33.79	34.87	35.94	37.02	38.10	39.17	39.89	
Carrier Technician*	25.70	26.80	27.90	29.00	30.10	31.20	32.30	33.40	34.50	35.60	36.70	37.80	38.90	40.00	40.73	
Percent Step P																
	63.09%	65.79%	68.49%	71.20%	73.90%	76.60%	79.30%	82.00%	84.70%	87.40%	90.10%	92.80%	95.50%	98.20%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	B-C 46	C-D 46	D-E 46	E-F 46	F-G 46	G-H 46	H-I 46	I-J 46	J-K 46	K-L 46	L-M 46	M-N 46	N-O 46	O-P 46		YRS. 12.4

* Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service.

	BB	AA
City Carrier (Grade 2)	21.21	21.71
Carrier Technician (add 2.1%)	21.66	22.17
Steps (From BB to AA) in weeks	52	

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA
City Carrier (Grade 2)	22.88	23.38
Carrier Technician (add 2.1%)	23.36	23.87
Steps (From BB to AA) in weeks	52	

(Continued from page 15)

long as this would not be to the detriment of the employees of the other craft; 3) If there is such available work in another craft, but the carrier may not perform that work because it would violate that craft's Contract agreement, the carrier must be paid for the time that the carrier otherwise would have performed that work.

In summary, management has a substantial and contractually mandated responsibility to find work for any letter carrier whose driving privileges have been temporarily suspended or revoked. **Be aware that Postal Service employees are required to immediately notify postal management if this has occurred. Failure to do so can result in serious disciplinary consequences.** Because of management's obligations discussed above, a letter carrier should not fear a loss of work and use it as a reason for failing to notify management of the suspension or revocation of their State Driver's license.

The USPS Leave Sharing Program

The Postal Service has negotiated a Leave Sharing program with its unions under which career postal employees will be able to donate annual leave from their earned annual leave account to another career postal employee, within the same geographic area serviced by a postal district. In addition, career postal employees may donate annual leave to other family members that are career postal employees without restriction as to geographic location. Eligible family members include son or daughter, parent, and spouse as defined in Employee and Labor Relations Manual (ELM) Section 515.2.

Single donations must be of 8 or more whole hours and may not exceed half of the amount of annual leave earned each year based on the leave earnings category of the donor at the time of donation. Sick leave, unearned annual leave, and annual leave hours subject to forfeiture (leave in excess of the maximum carryover which the employee would not be permitted to use before the end of the leave year), may not be donated. Employees may not donate leave to their immediate supervisors.

To be eligible to receive donated leave, a career employee (a) must be incapacitated for available postal duties due to serious personal health conditions or pregnancy and (b) must be known or expected to miss at least 40 more hours from work than his or her own annual leave and/or sick leave balance(s), as ap-

plicable, will cover, and (c) must have his or her absence approved pursuant to standard attendance policies. Donated leave may be used to cover the 40 hours of LWOP required to be eligible for leave sharing.

For purposes other than pay and legally required payroll deductions, employees using donated leave will be subject to regulations applicable to employees in LWOP status and will not earn any type of leave while using donated leave. Donated leave may be carried over from one leave year to the next without limitation.

Donated leave not actually used remains in the recipient's account (i.e., is not restored to donors). Such residual donated leave at any time may be applied against negative leave balances caused by a medical exigency. At separation, any remaining donated leave balance will be paid in a lump sum.

--Joe Golonka

Branch 2184 Contract Administration

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 needless fear, intimidation by postal management, and 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 full control of your immediate environment at all times.

Additionally, some of our newer members 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 evolved as warm-blooded creatures. Thus, our bodies must respond to

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and compensate for significant differences in temperature between a winter environment and normal body temperature of about 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 than when the ground is bare. 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 an 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 is 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 watch, winter storms pose a potential risk to everyone. About 70% of winter storm-related deaths and serious injuries occur with vehicle accidents. However, virtually all of the rest involve people who are caught outside without adequate protection or shelter or those such as letter carriers who must be outside in winter storm conditions because 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 general types of winter storms affect us in Michigan. Organized areas of low atmospheric pressure approaching from the south and west can bring widespread heavy snowfall and other wintry precipitation. Another frequent source of winter season snowfall is the so-called "Alberta Clipper" systems that move quickly to the southeast from the Canadian Prairies. Although snowfall from these systems is generally

not heavy, they are often quite energetic, usually 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 most of Northern Lower Michigan is impacted by lake effect snowfall, which 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 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 exceptionally 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 (i.e., DOIS) 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 their unrealistic time expectations. Your actual work as a professional letter carrier is the

only determinant of what is real.

Take all 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 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 frequently covered with snow.

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 full 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



BRANCH 2184 • Southeast Michigan
NATIONAL ASSOCIATION OF LETTER CARRIERS • AFL-CIO
6969 Monroe
Taylor, MI 48180



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.

