



Branch 2184 ... *Union Courier*

Official Publication of Branch 2184, NALC, AFL-CIO

Summer 2026

President's Report

PICNIC WAS A SUCCESS

Our annual branch picnic took place on Sunday July 19, 2026. About 200 to 250 Branch 2184 members came out with their families for the picnic. We had games for the kids, food, drinks, music, wet slides, a train, a dunk tank and so much more for 2184 family and friends to enjoy. We had multiple 50/50 raffles for MDA where we raised money for MDA!

A special thanks to PTF Kenneth McNeil from Branch 116 Fort Wayne Indiana, for driving up here to enjoy our picnic with us. Thanks to Lance Schwede, the EVP of Branch 14 Louisville, KY and Bryan Barnes, President of Branch 234, Owensboro KY, for driving up here to have some fun at our annual branch picnic. Thank you to Clarence Blaze III, Branch 654 President, for stopping by spending some time with us at our branch picnic. Finally, thanks to David Grosskopf Jr., President of Branch 3 Buffalo, NY and John Cruz, President of Branch 41 Brooklyn, NY, for flying out to be with us and have some fun in the sun at our annual picnic.

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Branch 2184

**Southeast Michigan
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:

September 2, 2026

October 7, 2026

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

Retirees Meetings

September 10, 2026

October 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 4 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)
Belleville.....	Hill Weber
Dearborn (Main).....	Jacqueline McGregory
Dearborn (Annex)	Jacqueline McGregory
.....	Jillian Hudgins
.....	Mohamad Rahal (alt)
.....	Kim Miller (alt)
Dearborn Heights	Shaun Fowlkes
.....	Chanel Harrison
.....	Marwan Ghotemi (alt)
.....	Shannon Clark (alt)
Dundee	Walt McGregory (alt)
Flat Rock.....	Walt McGregory (alt)
Grosse Ile	Sharidy Harrington
.....	Rachel Stachulski (alt)
Inkster	Scherrie Lacey
.....	Kaliah Patrick (alt)
.....	Tristan Allen (alt)
.....	Jacqueline McGregory (alt)
Lincoln Park.....	Scott Watts
.....	Kris Shaw (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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On Saturday August 15, 2026, we have scheduled a Picnic Volunteer Dinner as a show of appreciation for the volunteers that helped set up before and after the picnic, as well as helped during the picnic in some way. A special thanks to Erik Venzke and his Picnic Committee for a job well done!

NATIONAL CONVENTION IN LOS ANGELES

Convention delegates are ready to go to represent Branch 2184 while attending the Los Angeles Convention August 3rd through August 7th, 2026. All Convention delegates will submit a convention report about the classes they attended while at the convention. These reports will appear in a future 2184 Union Courier newsletter.

DON'T FORGET TO EXERCISE YOUR RIGHT TO VOTE

These are important dates to remember in Michigan for upcoming local and national elections:

August 4th, 2026: Primary Election

November 3rd, 2026: General Election

Do your research and make sure that you vote for Letter Carrier/USPS friendly candidates. Here in Michigan any registered voter can choose to vote by mail, vote early on designated days and locations, or vote in person at a polling location on Election Day.

BRANCH 2184 FACEBOOK PAGE

As of 07/27/2026, there are 267 members on the page. The page is growing daily. If you are on Face-

book, please search for our page. You will have to answer a few questions such as who is your steward (s) and what building you work out of, and you will be approved. There is up to date information about what is going on within your branch, at the state, regional and national level of NALC. There are always contractual updates.

Take a moment to look at it. The page is only for current Branch 2184 members. No former members or nonmembers allowed.

Enjoy the rest of your summer, Branch 2184 members! Stay safe!

-- *Walt McGregory*
President

EVP's Report

HEAT SAFETY

Brothers and sisters, we are at that time of the year where temperatures reach in excess of 100 degrees while out on our routes delivering. It is so important that you depend on yourself and not management for your safety while delivering in these extreme temperatures. Stay away from heavy foods and sodas/pops while delivering. Take as many comfort stops as you need to cool down and drink something cold to cool down. If need be, drive to an air-conditioned place. Utilize your scanner to let your supervisor know you are taking extra comfort stops to stay safe. If your supervisor gives you a hard time about taking additional comfort stops while delivering, don't argue back and forth with them. Give us a call at the union hall at 313 295 1640, and we will deal with that supervisor and argue for you. Making it back home safely to your loved ones is the most important assignment of your day.

COLLECTIVE BARGAINING CONFERENCE IN D.C.

June 2nd and June 3rd, 2026, NALC President Brian Renfro held a Collective Bargaining Conference in Washington DC, where about 250 local branch

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presidents and State Association presidents gathered to hear about our current contract negotiations. Branch 2184 President Walt McGregory sent me in his place as he had an arbitration scheduled for that time frame. President Renfroe gave us a whole lot of “word salad” during the conference. President Renfroe really spoke in detail of how broke the USPS is, supposedly. Renfroe also explained to us that we probably would be going to arbitration for this contract.

The mandatory 60-day mediation period is over, and we are awaiting to hear from President Renfroe on the details of interest arbitration. Once we find out who the neutral arbitrator is who will chair an arbitration board that also consists of one management and one union arbitrator, we will let you all know.

KIM TRAINING

The Kentucky, Indiana, Michigan (KIM) Training for NALC Region 6 will be conducted October 10th-12th, 2026, in Troy, MI this year. It will be held at the Troy Somerset Inn over the Columbus Day Holiday weekend. President Walt McGregory will select the attendees of your Branch 2184 officers and stewards (Contract Enforcers) to participate in this training that will be put on by the Region 6 NBA office. Some of the classes are, Joint Statement of Violence & Behavior in the Workplace, OWCP/ECOMP, OWCP 2/DOL Correspondence, Better Case Files, OWCP 1/ECOMP, Retirement, NALC Health Benefit Representatives, NBA Story Time, Women as Leaders, Article 8, Edit Book/Route Maintenance and RCI (Route Count and Inspection) Process/271-G.

--*Jacqueline McGregory*
Executive Vice President

Conflicting Instructions – How to Respond to Management’s Game Playing

Periodically the Branch 2184 office receives reports from our members concerning situations where

letter carriers have received intentionally conflicting instructions when calling from the field or in response to the submission of PS form 3996 in the morning. Typically, these so-called “instructions” take the form of a directive (i.e., “deliver all the mail and be back in 8 hours”) that is impossible for the carrier to safely comply with, or that would require the carrier to work through their lunch, breaks, or other unnecessary and improper response. This is one of the oldest management games around, and its sole purpose is to intimidate and confuse letter carriers into working unsafely or to forego their contractual rights.

At the outset it is essential for all letter carriers to understand that it is a **requirement** to notify management of your inability to complete your duties within the time authorized, per the M-41 Handbook (City Delivery Carriers Duties and Responsibilities), section 131.4. This includes so-called “pivots” when they are assigned. Failure to do can result in disciplinary action taken for allegedly working unauthorized overtime and/or alleged “failure to follow instructions.” Of importance, once the carrier has notified management of the need for additional time, an instruction to complete all deliveries before returning constitutes an authorization of the time necessary to do so. Any attempt by management to claim otherwise or to complete a form 1017-B (unauthorized overtime record) should immediately be responded to with a grievance. **Do NOT let this go unchallenged.**

Supervisors have a responsibility to provide clear and reasonable instructions, but unfortunately some of them lack the willingness or even the intellectual capacity to do this. Management’s failure or outright refusal to provide clear and reasonable instructions is cause by itself to initiate a grievance investigation. If this happens in the morning in response to your submission of a form 3996, immediately request your Steward to discuss the matter and attempt to proactively enlighten the misguided supervisor.

Most importantly, DO NOT argue with a supervisor or become stressed out in response to management’s game playing. Always keep in mind that it is not “your” route; rather it is the Postal Service’s

route. It is not your mail, either. Let management worry about it. If you have ten hours of work and management tells you to work eight hours, then so what? Simply do eight hours of conscientious and professional work while performing your duties with accuracy, situational awareness, and safety in mind at all time. ALWAYS take a full 30-minute lunch and both of your 10-minute breaks, as well as all necessary additional comfort (personal service) breaks. In other words, make management do their job. You are paid to case and deliver mail, nothing more and nothing less.

“Deliver all the mail and be back in 8”

A difficult situation for a letter carrier sometimes occurs when he or she calls from the field after realizing that they will not be able to complete deliveries within the time authorized. This call should always be made in a timely manner and not ten minutes before your eight-hour tour ends. Inform the supervisor that you will not complete your deliveries within the time previously authorized, be prepared to tell the supervisor where you are on the route, and have an estimate ready of how much you have left to do, including travel as well as time for any remaining breaks or lunch. If the supervisor gives you an instruction to either complete your deliveries or to be back at your scheduled return time, be sure to follow that instruction.

However, in some instances an unreasonable supervisor will attempt to intimidate you or set you up for bogus disciplinary action by responding that you must “deliver all the mail *and* be back on time,” or by stating that “you received your instructions this morning.” At this point, it is essential that you remain calm, and once again, you should NEVER argue with the supervisor. Inform the supervisor that you called because you are unable to do deliver all the mail and be back on time. If the supervisor continues to refuse to give you instructions that you can follow, advise them that they have given you conflicting instructions and that you understand that their instruction is “to be back on time.” Then return to your delivery duties and do the best that you can, being sure to return to the office by your scheduled time. Remember to

leave sufficient time to complete all necessary p.m. office duties before clocking out for the day.

Important: If you are returning to the office with undelivered mail, it is essential that you immediately complete a PS Form 1571, reporting the mail that you have curtailed. In the “reasons” section of the 1571, always write, “As instructed by supervisor _____.” Be sure to hand the 1571 to a supervisor and obtain a copy before leaving for the day. Also be sure to request to see your Steward to discuss management’s refusal to give you clear and reasonable instructions. As long as you have complied with reporting requirements, you will be okay even if management subsequently chooses to issue a phony disciplinary action in response to intentionally conflicting instructions that they gave you. A timely grievance should result in the discipline becoming nothing more than a waste of time and paper. Also, if management badgers you with questions about your work, immediately invoke your Weingarten Rights and request your steward.

Postal management’s childish game playing need not ever be a source of daily angst and frustration for overworked letter carriers. Always remain calm, cool, and professional, and let them act like petulant children. For any management game to succeed, you also must choose to play. Simply make the choice NOT to play, and your life will always be better for having made that choice.

--Joe Golonka

Branch 2184 Contract Administration

Monday September 7, 2026



Branch 2184 New Members

Anthony Chaban	Dearborn Heights
Akeem Anderson	Ypsilanti
Kendrick Blank	Ypsilanti
Ayrianna Kalinski	Ypsilanti
Ali Charafeddine	Dearborn
Julia Gauna	Dearborn
Jasmine Caldwell	Dearborn
Anjeanette Ware	Dearborn Heights
Dianna Hardwick	Dearborn Heights
Michelle MacIver	Westland
Marcus Villarreal	Lincoln Park
Jaxson Kubitz	Belleville
Devin Greer	Ypsilanti
Lawrence Canty	Inkster
Jack Crane	Grosse Ile
Lorenzo Lashley	Ypsilanti
Stephen Laurence	Inkster
Alexander Majors	Ypsilanti
Maikel Mulet	Ypsilanti
Raul Rocha	Ypsilanti
Matthew Slack	Inkster
Zymere Smart	Dearborn Heights
Kristie Sirkle	Trenton
Dannielle West	Westland
Keyona Williams	Ypsilanti
Jeffrey Zerk	Dearborn
Emily Broun	Westland
Spencer Bundon	Plymouth
Rachel Coleman	Dearborn
Anye' Johnson	Westland
Kathleen Kelly	Northville
Anthony Migliaccio	Grosse Ile
Ayman Mustafa	Dearborn Main
Heather Parker	Dearborn Heights
Alex Sartor	Trenton
Anthony Spehar	Dearborn Main
Zane Underwood	Ypsilanti
Khamari Murray	Dearborn Main
Randell Card	Inkster

Welcome to Branch 2184



Union Militant

“Everybody knows that the boat is leaking; everybody knows that the captain lied...” (Leonard Cohen)

An inevitable consequence of membership apathy in any organization is leadership that becomes insulated and self-perpetuating. Nowhere has this become more evident than within much of the current national leadership structure of the NALC. Decades of non-competitive elections and selective, non-competitive internal appointments at the national and regional levels of our union allowed an entrenched hierarchy to develop. Some have labeled it as a “good old boys network” or “the establishment.” My own descriptor of this process is “anointed succession” where personal connections and self-interest have too often superseded qualifications and the greater good of our Union and its members. The unfortunate consequences have become increasingly apparent during recent years.

To be fair, not all of this is the fault of current
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NALC national leadership. It has steadily developed over a period of 25 to 30 years or longer, enabled by membership complacency and abetted by opportunism and self-interest. Only recently has there been an awakening among NALC membership, a strong resurgence of activism and the rise of “new blood” among our rank-and-file letter carriers in the trenches - on the post office work floor.

Lighting the Fire of Union Militancy

Some of this new-found activism is a direct consequence of the betrayal of active letter carriers by the current NALC President and some others on the NALC executive council following the last round of contract negotiations. Much more of it is a direct consequence of the national union’s all but nonexistent and even dismissive response to the increasingly antagonistic and even openly hostile work environment for city letter carriers in many places. Despite tireless work on the part of dedicated stewards and other union leaders at the local level in most (but not all) NALC Branches, postal management is increasingly out of control, doing whatever they want with little or no pushback from the union at the national level.

During the past few decades there has existed only a relatively small number of core branch-level activists in the NALC, even while most others were asleep at the wheel. Most encouragingly, that is now rapidly changing in many places. Letter carriers are waking up, learning their workplace rights, and utilizing them. A few initial sparks of workplace militancy have become a fire that continues growing each day.

Fewer letter carriers than ever are entering into USPS employment with the intent of making it a career and fewer still will actually do so. Maximizing career earnings and long-term retirement benefits is fine for those that stay. However, a continuing failure of NALC at the National level to address wholly inadequate starting pay as well as ignoring systemic and ever-worsening work environment and contract compliance issues will only ensure that well-established trend of an unstable, high turnover letter

carrier workforce will continue. The only beneficiary of that is postal management.

NALC’s Future is Yours, so Choose Wisely

With a not so quiet and long overdue revolution underway within rank-and-file NALC membership, where do we go from here? The answer will be more fully manifested this fall when elections for contested positions among the 10 resident National officers, 3 Trustees, and 15 National Business Agents will take place. This promises to be the first truly competitive national union election in decades and that alone is a most encouraging prospect. Every NALC member will have the opportunity to make some starkly clear choices. Some candidates will merely be seeking to maintain the status quo. Other candidates will be seeking to truly reform and refocus the leadership and direction of your union into a much more militant, responsive, and proactive labor organization.

Please take the time to learn all that you can about the candidates for union leadership positions and make truly informed decisions when you vote in our union’s national elections. **DO NOT** rely on Internet postings and Facebook commentary as your sources for authentic information. Also remember that despite the frequently acrimonious verbal exchanges among supporters of various candidates, **the enemy is NOT and never will be each other.** The enemy of all letter carriers has always been arrogant, contemptuous and disrespectful Postal management that could not care less about the workplace rights and well-being of those who do the actual work of the USPS.

Most of all, be sure to complete and return your ballot well before the deadline. Carefully follow ballot instructions. Your membership gives you a voice and a stake in the NALC equal to that of every other member. Everybody knows that change will not occur without a catalyst. Everybody knows that there will never be a better time to assert full ownership of YOUR Union.

--Joe Golonka
Branch 2184 Contract Administration

Branch 2184 Web Site

www.nalc2184.org

CSRS & FERS Annuity Payments

Branch Calendar

“FMLA” forms

OWCP Information

Carrier Pay Chart

CCA Information

2184 Memo of Understanding

National Agreement

2025 JCAM

Grievance Forms

Grievance Guidelines

Grievance Issue Statements

Defenses to Discipline

MRS, M-39, M-41

Retirement Information

**Scan the QR code below to go to our
Web Site**



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”



**OUR ADVERTISERS ARE YOUR
FRIENDS MENTION**

YOU SAW THEM

IN OUR NEWSLETTER.











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 Elnora Coleman from Canton 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.

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.

Contract Corner:

Holiday Scheduling

The yearly USPS calendar contains 11 paid holidays for fulltime regular career carriers. Because these holidays always fall on or are moved to regular workdays for letter carriers, some unique scheduling circumstances result. Article 11 of the NALC/USPS Collective Bargaining Agreement sets out the rules for the observance of postal holidays and for holiday

scheduling. Item #13 in our Branch 2184 Local Memorandum of Understanding (LMOU) contains our locally negotiated order for selecting both volunteers as well as non-volunteers for a holiday schedule.

Sometimes a holiday will coincide with a carrier's nonscheduled day, which results in a "designated holiday," which is the previous scheduled workday for the carrier. This in turn results in two sets of carriers that are initially off on days that are designated as holidays - those whose holiday it is and those whose nonscheduled day it is. As a result, management usually must schedule additional employees to work on these days. That is where the holiday scheduling rules and our negotiated order of selection comes in. Of importance, management is required to make every effort to excuse as many carriers as possible on a holiday schedule, even if the use of overtime is required.

Management must create and post a "holiday schedule" no later than the close of business on Tuesday of the week prior to the week in which the holiday occurs. When doing so, they must schedule letter carriers in accordance with our locally negotiated "pecking order" which is found in our Local Memorandum of Understanding, otherwise known as our LMOU or local contract. Each NALC Branch has the right to negotiate their own holiday scheduling order of selection with management. In Branch 2184, letter carriers are scheduled to work as part of a holiday schedule in the following order:

- **PTF Employees;**
- **Full-Time volunteers who will be working on their holiday, selected by seniority**
- **Full-Time volunteers who will be working on their non-scheduled day, selected by seniority;**
- **City Carrier Assistants (CCAs)**
- **Non-Volunteer Full-Time Employees who will be working on their non-scheduled day by inverse seniority; and finally,**
- **Non-Volunteer Full-Time Employees who will be working on their holiday by inverse seniority.**

Management will bypass full-time regular non-volunteers whose NS day(s) or holiday is conjoined with a scheduled vacation unless the pecking order above fails to yield enough people.

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The holiday schedule will be posted in accordance with Article 11 of the National Agreement with a copy provided to the local Union official(s).

During the most recent local negotiations period in June 2025, management unsuccessfully challenged Branch 2184's existing holiday scheduling order, which has remained unchanged for almost 15 years.

A common misconception about holiday scheduling is the belief that management must first utilize or maximize employees on the Overtime Desired List (ODL). However, that is simply NOT the case. Note that the "pecking order" above makes no mention of the ODL. It is entirely possible for an ODL carrier to remain nonscheduled on the day of a holiday schedule even while a non-ODL carrier was scheduled to work their nonscheduled day, as long as the order of selecting volunteers and non-volunteers was properly followed. However, if on the day of the holiday schedule itself the need for additional overtime work arises (that is, beyond 8 hours), the ODL should then be utilized in the normal manner as required by Article 8, section 5 of the National Agreement.

Finally, during the past several years there has been an increasing number of instances in Branch 2184 and elsewhere where management is scheduling letter carriers, including fulltime career letter carriers, to work on the day of a holiday itself. **In this situation our locally negotiated order of scheduling must be utilized in exactly the same manner as with the more common designated holiday situations.**

A number of years ago, NALC settled a long running National level dispute with the Postal Service regarding this subject. The settlement requires postal management to utilize the same holiday scheduling order of selection for work on a holiday itself as with other holiday scheduling situations, as long as 8 hours or more letter carrier work is being scheduled.

In Branch 2184, this means that whenever it is necessary to schedule at least 8 hours or more of letter carrier work on the holiday itself, management

must first seek fulltime regular volunteers in accordance with our "pecking order" prior to scheduling CCAs to work. Also note that in offices where part-time flexibles (PTFs) are working, they must also be scheduled to work on a holiday prior to scheduling CCAs.

"Direct Orders"

An all-too-common situation occurs on the work floor of many post offices where a supervisor lacks the ability and communication skills to effectively or respectfully interact with employees. In some instances, what should be a simple instruction becomes a self-important display of ego and arrogance, for example management's use of the phrase "direct orders." Use of this militaristic phrasing by a postal supervisor is typically a sure sign of personal weakness and insecurity as well as inadequate supervisory and interpersonal skills.

Employees are in fact required to follow the instructions of their supervisors. This requirement exists in nearly all workplaces and it is found in the M-41 Handbook (City Carriers Duties and Responsibilities), section 112.21 as well as in the Employee and Labor Relations Manual (ELM) 665.15. Exceptions to this are limited and apply to instructions that would immediately threaten the employee's health and safety or that would violate existing law. Be aware that a claim an instruction is unsafe or illegal should be accompanied by evidence to support the employee's assertion.

Thus, when a high-handed management employee becomes all full of themselves and starts spouting "direct orders," simply comply with their instruction and remember that you are the one that has a real job to begin with. If a management representative continues to engage in bombastic and disrespectful behavior, request your steward and write a statement so that a grievance investigation can begin.

Letter Carrier Transfers and Seniority

A subject of frequent confusion and misinformation among our members as well as administrative errors on the part of management is the seniority placement of a career letter carrier that voluntarily transfers into another USPS installation. Transfer rules themselves

are found in the “Transfer Memo” originally negotiated in 1987 and which is incorporated into Article 12, section 6 of the National Agreement (JCAM pages 12-42 to 12-46). General letter carrier craft seniority rules are found in Article 12, section 2 and especially in Article 41, section 2 of the National Agreement.

However, an equally important document regarding transfers and craft seniority is the March 2021 Memorandum of Understanding, Re: Reassignment Opportunities (M-01947 in the NALC Materials Reference System, or MRS). Especially pertinent is part 2, which clarifies that when a fulltime regular opportunity becomes available in an installation which has existing PTF carriers on the rolls, an employee who accepts an opportunity to transfer “shall report to the installation **as a PTF letter carrier** and shall begin a new period of seniority in the gaining installation.” Of note, if there are no current PTFs on the rolls, the employee reports as an unassigned regular, again beginning a new period of craft seniority. Branch 2184 stewards have been advised to closely monitor letter all carrier transfers into their stations to ensure that craft employee category and seniority rules are properly applied.

--Joe Golonka

Branch 2184 Contract Administration

Attend Your Branch Meetings

Next Branch Meeting

September 2, 2026

7:30 pm @ Union Hall

Next Retirees Meeting

September 10, 2026

12:30 pm @ Union Hall

Getting Over Overtime

Overtime work for which additional premium pay is received has long been an important part of the economic calculus for many letter carriers and their families. During recent months a combination of decreased mail volume and increased letter carrier staffing in many USPS installations has resulted in a decrease of available overtime work.

Overtime work itself has always been cyclical in nature, increasing and then decreasing on a periodic basis, but seldom if ever in the past has it diminished to the extent recently seen. Will available overtime work increase again? Perhaps, but economic uncertainties combined with an ever-evolving delivery environment and Postal Service staffing situation means that a return to previous levels of available overtime work is at best tenuous or even unlikely to occur.

Overtime pay has great value for meeting or at least buffering unexpected expenses and needs. The choice of a fulltime regular carrier to sign an overtime list is often made accordingly. However, under NO circumstances should any personal or family budget ever factor in overtime pay as *expected income*. That amounts to rolling some loaded dice, and the dice are never in your favor. Management’s consistent inability in many places to properly assign overtime work in accordance with contractual rules also means that grievance payouts could also continue to occur. Your stewards are damn good at what they do, but that is also not a guaranteed source of extra income.

If you are a fulltime regular and have routinely counted on overtime pay in the past, now would be a very good time to adjust your budgeting as based solely on straight time income. In some instances that might not be an easy thing to do, but in every instance, it is the right thing to do. If in the opportunity to receive additional overtime pay arises, then all the better. However, always remember that overtime is *never* guaranteed for anyone.

--Joe Golonka

Branch 2184 Contract Administration

BRANCH 2184 FOOD DRIVE TOTALS								
Office	2019	2020	2021	2022	2023	2024	2025	2026
Allen Park	0	Covid	Covid	9,392	7,444	6741	7860	4261
Belleville	10,214			9,587	8,295	6,088	7,085	6040
Dearborn Main	9,447			5,181	7,877	4,962	6,177	3,473
Dearborn Annex	22,619			13,905	11,582	8600	13065	4784
Dearborn Heights	23,000			22,000	14,000	6,000	3,550	7,050
Dundee	2,680			2,680	986	1632	1964	1296
Flat Rock	6,350			4,525	4,950	5,032	4,650	4,000
Grosse ILE	2,309			1,560	1,264.5	1,849	1,707	4,095
Inkster	4,600			1,400	6,893	2,375	3,984	3,760
Lincoln Park	10,500			13,000	11,100	11,000	9,000	9,000
Monroe	28,500			18,366	17,715	25,600	8,588	9,970
Northville	32,150			40,000	50,000	25,600	4,208	19,500
Plymouth	18,077			19,500	7,818	13,100	11,393	8,941
Rockwood	3,258			1,100	5,100	5,610	5,318	3,000
Taylor	27,000			19,493	16,375	12,869	10,705	8,200
Temperance	4,706			8,578	1,900	8,075	4,600	3,500
Trenton	9,725			9,425	6,625	5,150	8,750	22,715
Canton	21,318			11,400	12,651	7,109	12,223	5,037
Wayne / Westland	31,683			25,279	20,361	13,297	17,124	8,463
Ypsilanti	33,724			30,450	27,500	23,177	27,000	27,100
GRAND TOTAL	301,861			256,234	240,437	193,866	168,951	164,185

Address Correction Requested

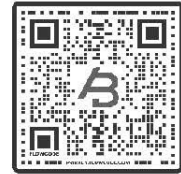
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