

MICHIGAN LETTER CARRIER

Voice of the Michigan State Association of Letter Carrier

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PRESIDENTS REPORT

CARL E BLASSINGAME, JR.

As I reflect back on our 94th Michigan State Association of Letter Carriers Convention in May of this year I find it was a very humbling experience for me. I am truly honored to represent the Michigan Letter Carriers once again for the next two years. Congratulations to the State Officers and board members on their re-election. We also welcome Matt Tanner, President of Branch 122, Lansing as a new member of the Executive Board.

As we look forward to the mid-term elections in 2018 there is a lot of work to be done and information that we need to share with our membership. We need to ensure we don't just sit on our hands and allow our Congressional leaders to take our way of life as we know it today.

As you pay attention to your local and national news there is no doubt that Washington is dysfunctional and it isn't clear what direction they will lead the country. With the current house and senate looking at ways to take away the benefits and the future of the working class, including government workers, which means "US" the letter carriers. We can no longer sit on the sidelines and expect someone else to do the work for us. I'm a firm believer that with education brings unity and unity brings strength, it's time to put things in place to begin the education to unite our members for the future of our jobs and benefits.

A famous person once said;

*"Labor is prior to, and independent of, capital.
Capital is only the fruit of labor, and could never
have existed if labor had not first existed. Labor
is the superior of capital, and deserves much the higher
consideration."*

Lincoln's First Annual Message to Congress, December 3, 1861.

Unions have fought for the rights of workers for centuries to ensure they have a decent living wage and benefits for themselves and their families. It must be noted that the Postal Service did not choose to give you the wages and benefits you enjoy today. It was the NALC that fought to protect your rights, fought for decent wages and benefits to support your family. If it was up to the Postal Service your pay would be less for the work you do and you most likely would not have any pension or health insurance.

Unions are only as strong as the members that support them. This union is "YOUR" union. The union that "WE" sometimes take for granted even though your leaders will continue to fight for your rights even when we refuse to fight for ourselves. It will take all of us, collectively, to fight for our jobs and benefits and ensure that our Congressional leaders understand they work for us. As our work force begins to look younger we have to educate our newest members so they understand not only how a union functions but how Congress continues to find ways to attack what our union leaders fought for in our new contract.

Now we will look at current legislation that will affect our job:

- ◆ H Res. 15, which calls on Congress and the Postal Service to take all appropriate steps to continue six-day mail delivery.
- ◆ H Res. 28, calling on Congress to take all appropriate measures to ensure continuation of door delivery for all business and residential customers. USPS service standards (H.Res. 31) Before July 1, 2012, the Postal Service's standard for First-Class Mail was overnight delivery in most metropolitan areas and rural communities. But since then, USPS has repeatedly degraded its service standards and embraced a doomed strategy of cutting its way to prosperity, which is why it is increasing the expected number of days it takes to deliver various types of mail.
- ◆ The STOP Act - The Synthetics Trafficking and Overdose Prevention (STOP) Act of 2017 (H.R. 1057 and S. 372) proposes to regulate international mail operations and apply private shipper customs rules to the USPS. It would impose huge costs and penalties on the USPS that, unlike private shippers, could not be recovered by charging other nations' postal operators or their customers, and it would threaten a disruption of the free flow of letters, flats and packages across international borders.
- ◆ This is a House Resolution that needs our attention now. H.R. 3257 known as Promote Accountability and Government Efficiency (PAGE) ACT. This Bill was introduced by Rep. Todd Rokita from Indiana. If passed and become Law it will take away newly hired federal employee's rights for union representation and allow the agencies to terminate or demote, for any reason. It also does the following;
 - Makes new federal employees at will workers.
 - Allow agencies to immediately suspend an employee without pay or appeal.
 - Subjecting pay raises to an arbitrary new formula that is still being developed.
 - Denying retirement benefits to anyone under investigation for a felony (including retirees).
 - Allowing agency heads to demote career executives and reduce their pay without cause.
 - Preventing union representation on the worksite.

For more information on any of these House Resolutions please go to [NALC.org/ Government Affairs/ Issues and Fact Sheets](http://NALC.org/GovernmentAffairs/IssuesandFactSheets).

The time is now to begin a voter registration drive to ensure that all of our members are prepared to go to the poles in 2018 for the Mid-Term election. The mid-term election is a very important election so we have to ensure our rights are protected.

The State Association will do their part to supporting the Branches with whatever they need. MISALC will continue to send out newsletters to every member so they can make informed decisions to protect the future of their job. It is up to every union leader to find interesting ways of sharing information with our membership. It is "OUR" responsibility as Leaders and union Brothers and Sisters to be ready when we are called into action to make those phone calls, write letters or emails to our representative and "DEMAND" that they vote for what is in our best interest. If they are not looking out for our jobs and benefits then it is time to vote them out!

VICE PRESIDENT'S REPORT

BRAD MCKENNA

Enjoy Your Day

A carrier last week had a double set of “Red Plum” fliers on a walking route. The DOIS report said he had a half hour down time. The carrier was asking for an hour and a half of overtime. This supervisor could only look at what DOIS was saying. He has never carried mail and really couldn't perceive this problem. If the supervisor would have added another 600 flats to his cased volume DOIS would have changed. The supervisor became irate because the carrier couldn't make the numbers.

As a result of this and the archaic management style of the Postal Service, we all work in this pressure cooker. I hear complaints every day from carriers who are being harassed, belittled, and threatened. Supervisors are too busy trying to cover their own tail. They are creating expectations that cannot be attained without working unsafely or by skipping lunches or breaks. They choose to ignore the facts and bury their heads in the sand hoping they have put enough pressure on you to comply.

As a union we must ensure our members have a safe and violent-free work environment, The USPS is required by the National Agreement, its handbooks and manuals, and the law to provide this.

The **Joint Statement on Violence and Behavior in the Workplace** states the USPS is committed to dignity, respect and fairness for all postal employees as a fundamental human right. They also promised to rid the Postal Service of the harassing, intimidating and abusive behavior that can lead to workplace violence. It further states, “Making the numbers” is not an excuse for the abuse of anyone.

The **M-39 section 115 requires management to treat employees with dignity and respect**. It requires management to “know fully” if an employee is not attaining expectations, to resolve problems before they become grievances, and to maintain a mutual respect atmosphere.

USPS Publication 45 provides employees with resources for maintaining a safe work environment and a zero tolerance policy against threats or acts of violence.

Our members don't need to work under these conditions. It's not ok for your supervisor to harass and bully you because of a perceived problem. Carriers need to know their rights. Don't let your supervisor cross that line. Get a steward involved as early as possible.

The **2011 NALC Letter Carrier Resource Guide is a great educational resource on handling the issue of expectations** (and other issues). Read Chapter 1 in its entirety. It is available to you on the NALC website. Letter carriers constantly feel pressure to make the numbers. **DOIS** numbers are only a management tool for a projected performance. There is no requirement to achieve that projection.

Start with informing your supervisor that you will not be able to complete your assignment in eight hours and request a P.S. Form 3996. The **P.S. Form 3996 is a must**. The supervisor must give the form to you if requested and it will prove your communication with the supervisor if needed later. If the supervisor does not authorize the overtime or auxiliary assistance, tell them you will do your best. Relax and keep your cool. In all likelihood you cannot win an argument at this moment and it will only cause you undue stress. Go out to the street. Work in your normal manner and take all breaks and lunches as scheduled. Enjoy your day.

Later in the day, call your supervisor and inform them how long it will take you to finish. Ask him or her if they want you to bring back the mail or to finish delivering. The trick here is to force management to make the decision. Letter carriers get paid to deliver mail and managers get paid to make decisions. This is not a time for management to give you the fifth degree about why you aren't back in time.

You informed them in the morning of your reasons. Many carriers make the decision to delivering all the mail. You shouldn't do this without authorization. Some carriers chose to take the mail back to the station and that decision can be supported. Make sure a supervisor is aware you brought back mail. There are obviously other issues with overtime distribution here as well.

Encourage your coworkers (and especially any new employees) to read the NALC Letter Carrier Resource Guide. Knowledge is power.

Many carriers fail to follow the proper procedures and allow management to take advantage of them. Many carriers are not utilizing the P.S. Form 3996. Following the procedures should protect you from abusive supervisors. We need to utilize the tools available to prevent this abusive management style. We need to grieve every incident to build a paper trail and prevent future issues. Call for a steward and let them handle the problems with aggressive supervisors. Carriers should give eight hours work for an eight hour day. This is a great job. Let's keep it that way and enjoy yourself every day.

MDA Camps

I would like to thank all the Branches that donated to support NALC Day at Camp Cavell in Lexington, Michigan on June 25th.

We were able to have a variety of fun games for the 96 campers in attendance. They each were given an NALC/MDA water bottle and awarded many prizes. We provided and prepared lunch for almost 300 campers, staff, and NALC Volunteers. We also had a Post Office there for kids to send home postcards.

We also had a great day at MDA Camp at Sherman Lake on June 20th. We provided all the campers and staff there with NALC/MDA water bottles as well.

The NALC volunteers from across the state spent a great day with our friends at MDA camp. Summer camp is a wonderful opportunity for children living with Muscular Dystrophy to spend time with kids who are just like them, doing activities adapted to their needs and building new friendships. We take great pride in helping make this camp the great experience that it is. I hope to see you all there again next year.

Thank you to all those that work so hard to raise money for MDA. If your branch needs help in getting a fundraiser started, give me a call at (989) 213-6387 or contact the MDA office at (517) 706-0348.

To the Michigan State Association of Letter Carriers

I would like to express my deep appreciation to the Michigan State Association of Letter Carriers for honoring me with the inaugural Daniel L. Florkowski award for political and legislative activism. There are many dedicated NALC activists among our Union Brothers and Sisters in Michigan, and to be chosen for this award was both unexpected and very humbling.

Letter Carrier Union solidarity is manifested in many ways, both in the workplace as well as in other aspects of our lives. During his long tenure as MISALC President, Dan Florkowski was the very embodiment of this solidarity. I will cherish this award always, even while remembering that our work to protect the interests of all letter carriers goes on every day, and it always will. It has indeed been a long, strange trip, but it is also a long way from over. Again, thank you.

Joe Golonka

Branch 2184

Western Wayne County

SECRETARY'S REPORT

JANE GRANT

The 94th Michigan State convention was held in May of 2017. The Michigan State Association of Letter Carrier welcomed 217 delegates and guests to Motor City Casino in Detroit. It was a pleasure to have our National Officer, Brian Hellman, Director of Health Benefits join us.

At every state convention the Branch Presidents nominate a steward from their branch for the Fred Herman Steward of the Year Award. Nominations are based on the stewards knowledge, communication skills, leadership, participation in union activities, participation in the LCPF and activism. The Executive Board of the MISALC chooses one of those nominees to receive the Fred Herman Steward of the Year Award.

Fred Herman was the former Branch President from Kalamazoo who became a Regional Administrative Assistant under NBA, Jack Sebolt. Approximately 30 years ago the MISALC Executive Board decided they wanted to award stewards for outstanding performance. When it came time to name that award they chose to name it after Fred Herman. When I inquired why they chose Fred Herman I was told because he was a great advocate for letter carriers, he treated everyone equally, he always had an answer or he would go out of his way to get the correct answer. I was also told Fred Herman was liked by everyone. What a great way to honor a our union brother.

Congratulations to the 2017 Fred Herman Steward of the Year Award recipient Paul Roznowski, Branch 3126, Royal Oak. Congratulations also to the following members that were nominated for the Fred Herman Award in 2017 by their Branch Presidents. Nicole Wheatley, Branch 4374; Sue Langolf, Branch 654, Felicia Bryant, Branch 2184; Darrell Helsey, Branch 56.

The current MISALC Executive Board wanted to honor President Emeritus Daniel L. Florkowski for his 22 years of outstanding leadership as the President of the MISALC. We decided to create an activist award in his name. With great pleasure we were able to surprise President Emeritus Florkowski with this honor at the convention. This award will be given to any NALC member from Michigan who demonstrates knowledge, involvement, education in NALC political legislation and involvement in the LCPF. Branch Presidents nominate the members for this award and the Executive Board of the MISALC chooses the winner.

Congratulations to the winner of the first Daniel L. Florkowski Activist of the Year Award, Joe Golonka, Branch 2184, Western Wayne County. Congratulations to the following members who were also nominated for the Activist Award Jeanne Larch, Branch 4374; Michael Slavin, Branch 1; Brad McKenna, Branch 74; Allan Davenport, Branch 122.

The MISALC said goodbye to Executive Board member Ginger Gonzales, Branch 2555, East Lansing at the convention. I am sure we will see more of Ginger in the future; she is a strong union advocate and has a passion for workers compensation.

The MISALC welcomes Matt Tanner, Branch 122, Lansing as an Executive Board member. Matt is the President of Branch 122 and is this very eager to get to work!

Reminder for all retirees, once you leave the Postal Service you must sign back up for the **Letter Carrier Political Fund** (formally COLCPE) through your annuity.

Postal Employee's Relief Fund (PERF) – Our country has had several natural disasters this year from hurricanes to wild fires. Letter Carriers can support their brothers and sisters by giving to PERF. Postal employees that find their home destroyed in a natural disaster can apply for funds. See NALC.org for more details and please donate to help our fellow employees.

We are looking forward to the 2019 Michigan State Convention that will take place in beautiful Traverse City, Michigan. The convention will be held at the Great Wolf Lodge April 28 through April 30, 2019.

TREASURER'S REPORT

CATHY TONDREAU

I have written about this in the past, but it is something so important that I feel it is worth repeating. I recently attended a class that was given by the Department of Labor (DOL) in September.

The DOL informed us that one most commonly investigated crime is fraud and embezzlement. The NALC has not had as much trouble with embezzlement as some other unions or companies, but we always need to be diligent.

I did a little research and found an article about embezzlement that I thought might be helpful to share.

Studies have shown that about 10% of the U.S. population is completely honest, 10% is completely or totally dishonest while the remaining 80% are at a level of honesty that varies with each circumstance or situation they find themselves in. This suggests that many of us would take cash from our employer or other impersonal source if we knew we wouldn't get caught.

The average embezzler believes that the company can afford to lose the cash and that they will not be caught. The embezzler must be in a position of trust yet employers are shocked when this trust is betrayed. Embezzlers are normally the hardest working, the most trusted and well-liked employees, therefore they are the least likely to be suspected. Usually, embezzlers do not seek their jobs with the intent on embezzling. They usually have been with the company for many years before starting to steal. Often times, the embezzler can rationalize the crime. Once they take the money and don't get caught, they don't normally stop until they are caught. Embezzlers look and act just like any employees and most companies think they don't have to worry because their employees are honest and trustworthy.

Here are twelve danger signs of embezzlement:

1. Rewriting records for the sake of "neatness"
2. Refusal to take vacations, sick or personal days
3. Working overtime voluntarily and excessively; refusing to leave custody of records during the day
4. Usually high standard of living
5. Gambling in any form beyond the ability to withstand losses
6. Refusal of promotion
7. Unreasonable answers to questions, being caught in a lie
8. Becoming annoyed at reasonable questions
9. "Plugging" figures or covering up inefficiencies
10. Pronounced criticism of others to divert suspicion
11. Frequent association with and entertainment by, a member of suppliers' staff
12. Excessive drinking or associations with questionable characters

Article by Terri Singer CPA CFE of Singer and Associates

REPORT OF THE DIRECTOR OF EDUCATION

JOHN SERWACH

In August I watched with disgust as angry young men marched with torches through the darkness of a college campus in Virginia chanting “the Jew will not replace us”, “Putin is our friend” and “blood and soil”. The following day I watched and listened as a so called “unite the right” rally ended in the death of a young woman by a disturbed member of an extreme right organization, one who had turned his car into a weapon driving through a crowd of peaceful counter protesters; no doubt in his mind snatching victory from defeat at all costs. Later I listened, stunned, as our President did not condemn the attack on peaceful protesters but instead opined that there were bad people on “both sides, on both sides”. Two days later he referred to the neo-Nazi’s again saying there were “many fine people” on that side.

This is nothing new for our President. He has questioned the fairness of American Judges based on their ethnic heritage. He has promised to build a wall on the southern border (even though there already is one), he insulted and attacked the Khan family, immigrants to America who’s only son gave his life in the United States Army serving his country, while saving the lives of his men. He has attacked almost every ethnic group that is not his own. He has behaved like a school yard bully taunting and deriding those who dare to disagree with him. Is this his idea of making America great again?

When my father was barely 20 months old his father died serving this country, somewhere in a field in Belgium just outside of France. He died in the greatest cause of his generation liberating the people of Europe from the so-called “Master Race.” He gave his life for a cause, one greater than his own self interests. It was a cause worth dying for so that people the world over could know freedom. He didn’t die in that field so that Nazism could return 70 plus years later, this time at home in our backyard.

I realize that many of our members voted for this President. Many voted out of fear. Fear of the unknown as they watched good jobs leave, an opioid epidemic grip their community and fear that their children were being robbed of their chance at the American dream. After nine months I ask you, is this what you voted for? Is this what you believe in?

A basic tenant of this union is that everyone is equal. All of us collectively do the same job. Anyone can be a delegate to a convention or run for office and the idea of one man (or woman) and one vote is sacrosanct. Every member chose to become one of their own free will. We are the most organized open shop in the world. We don’t force our members to join or to attend meetings or to donate politically. We ask.

And now I’m asking you what are you going to do about things?

Make no mistake this President and his party have declared war on you. They’ve proposed cutting your pension and your pay and privatizing your work place. They think you’re overpaid and underworked and shouldn’t be retiring until you’re much older than you can now, but hey, that Corporation, the one that sent the jobs to China, they need a tax break. Do you agree? Do you want to give up some of yours to help them out? Are you going to do something about it or not?

Next year there will be another election. You’ve probably sat on the sidelines during the last few. Maybe you didn’t donate to the Letter Carrier Political Fund or knock on a door. Many of you didn’t go to a union meeting. Maybe you didn’t even vote. In fact when you heard people bashing unions maybe you just kept quiet then too. The times have changed my friends. Start speaking out. Take your fate into your own hands. One person can change the world. You can start in your own neighborhood with your neighbors.

I'm not telling you what to do I'm asking you. I'm asking you to participate in a cause greater than your own self-interests, a cause worth fighting for. In 12 months we will be electing a new Governor, a new Legislature and a new Congress. In the coming months you will be hearing again from your State Association. We will be asking for your help in giving the people of this country a better deal. You can get involved with your checkbook by donating to our political fund or better still get active. Talk to the candidates, let them know what's important to you, be prepared to put up a lawn sign, make a phone call or knock on a door. Let's take our country back and show them what America looks like when it really is great again.

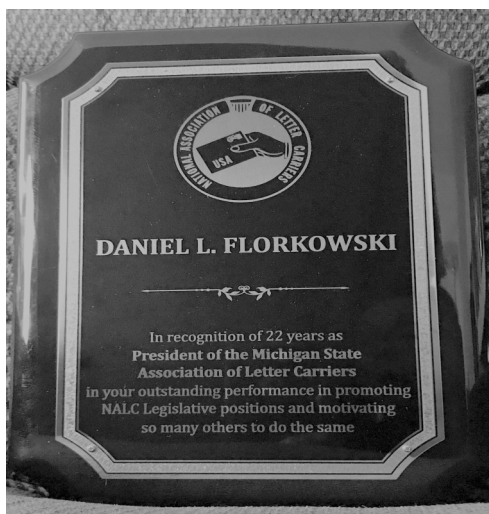
Be safe brothers and sisters. We cannot change the past but we can shape the future.



Joe Golonka receiving the Daniel L. Florkowski Activist of the Year Award from President Emeritus Daniel Florkowski



Paul Roznonski receiving the Fred Herman Steward of the Year Award from MISALC President Carl E. Blassingame, Jr.



Plaque presented to President Emeritus Daniel L. Florkowski for his 22 years of outstanding performance in promoting NALC legislative issues.



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

REPORT OF THE DIRECTOR OF RETIREES

MIKE SHERIDAN

Stop the Gerrymandering

If we can garner enough signatures (315,654 in 180 days!!!) in the required time frame, than the group Voters Not Politicians (votersnotpoliticians.com) will have a ballot proposal in the November 6th, 2018 election. This proposal will substantially alter the way voting districts are modified after each census.

This proposal would require a bipartisan commission consisting of equal part republican and democrat along with independent citizens to work together on redistricting. If you look at some of our congressional districts right now it is pathetic to see how they patchwork geographic areas together to take the voice away from the voter. The system needs to change and an Independent Citizens Redistricting Commission is the way to do it.

I would urge you to check out all the details at their website and then not only sign the petition but also donate and volunteer. It is a monumental task to garner that many signatures in a very short period of time. The commission would be made up of 4 Democrats, 4 Republicans, and 5 Independents with representation from across the state. The proposal takes redistricting out of the backroom and ends the conflict of interest when politicians have the power to choose their voters.

Vote by Mail

It is time for US to create the activism needed for statewide voting by mail. The powers that be seem intent on creating more and more obstacles to in person voting. They tried to outlaw straight ticket voting and limit the number of voting machines and precinct locations to suppress the vote. If a so called marginal voter sees a long line at the voting location they are far more likely to turn around and go home. It would be self-serving for postal employees to be in favor a process that uses our own system to deliver the votes. It would also allow more studied and leisurely voting instead of the current process. Oregon and Washington State do it and are among the highest voting percentages in the country. It is time Michigan became a more progressive state.

Retirement Seminars

We just completed a retirement seminar in Marquette for our members in the great white north. We are planning on doing another seminar at NALC Branch 4374 in Center Line sometime in November. The responses are good, the carriers seem eager to learn about their choices for retirement, and we are always willing to go anywhere in the state to educate our members on the retirement process. If you would like to have a seminar at your branch then just have your local officers contact our NBA Pat Carroll at 586-997-9917 to schedule a seminar in your area.

2016 MDA Donations by Branch

Branch

1	Detroit	\$ 1,911.49	256	Mid-Michigan	\$ 1,468.45	654	Mount Clemens	\$ 2,643.54
13	Muskegon	\$ 3,035.00	262	Battle Creek	\$ 100.00	758	Wyandotte	\$ 81.18
56	Grand Rapids	\$14,122.54	320	North Oakland County	\$ 2,546.90	775	Niles	\$ 1,100.00
74	Saginaw	\$ 7,401.95	434	Ann Arbor	\$ 15.59	794	Cadillac	\$ 560.00
122	Lansing	\$ 7,651.49	529	Port Huron	\$ 362.00	2184	Western Wayne Co	\$ 8,099.99
232	Jackson	\$ 1,667.59	579	Adrian	\$ 1,850.18	2555	East Lansing	\$ 1,511.00
246	Kalamazoo	\$ 15.59	601	Holland	\$ 31.18	3126	Royal Oak	\$14,446.52
						4374	Utica	\$ 6,110.57

REPORTS FROM YOUR EXECUTIVE BOARD MEMBERS

WALTER MCGREGORY CHAIRPERSON

First I would like to thank the delegates attending our State convention for supporting me and re-electing me to the Michigan State Association Board. I will continue to work hard with the other officers of your State Association to help educate Letter Carriers of Michigan about our important legislative issues.

As most of you know by now, we have a new contract! The 2016 National Agreement will last 40 months, covering the period May 21, 2016, to Sept. 20, 2019. For details of the new contract, go the NALC National website (NALC.org) or see your steward or local branch officers. You can also contact our region's National Business Agent's office for assistance and details if there is not a local shop steward or branch officer available to answer your questions.

The Trump administration Federal Budget Proposal for Fiscal Year 2018 is a direct attack on City Letter Carriers. Here are a few of the scary highlights of the Budget Proposal for Fiscal Year 2018 that was submitted to Congress:

- Raising federal employees' pension contributions by up to 6.45 percent of pay over the next six years, costing active letter carriers up to \$3,600 per year.
- Eliminating cost-of-living adjustments (COLAs) for current and future retirees under the Federal Employees Retirement System (FERS).
- Reducing COLAs for the Civil Service Retirement System (CSRS) annuitants by 0.5 percent each year.
- Reducing CSRS and FERS pension benefits for new retirees by basing annuities on employees' highest average pay over five years (high-5) instead of over three years (high-3).
- Eliminating the annuity supplement that covers the gap for employees who retire under FERS before they qualify for Social Security benefits at age 62.
- Slashing the rate of interest paid on assets invested in the Thrift Savings Plan Government Securities Fund (G Fund), costing active and retired letter carriers alike \$32 billion over 10 years.
- \$46 billion in vaguely defined cuts and revenue changes to the Postal Service, most likely through reducing the frequency of delivery (eliminating Saturday delivery) and scaling back door delivery.
- Making the financially independent U.S. Postal Service part of the federal budget—moving it from an “off-budget” status to an “on-budget” status—and potentially opening the agency to across-the-board spending cuts (sequestration) and service disruptions should the federal government shut down during budget conflicts.

Yes sisters and brothers, this is very real and this can happen! That is why we need every letter carrier, both active and retired to do more than what you have been doing to help preserve our financial security as well as the United States Postal Service. We can no longer sit back and just pay our union dues and think that “someone else will take care of it for me.”

The most effective way that you can do your part today is by signing up for our Letter Carrier Political Fund (the NALC's PAC). Our National Officers are asking all active carriers, both career and non-career to contribute \$5.00 each pay period, and our retirees to contribute \$5.00 out of each annuity check. There are multiple ways to contribute:

1. Payroll deduction: Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck.

2. Direct bank withdrawal: You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account
3. Annuity deduction: Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.

You won't miss it. Every NALC leader from an alternate steward up to the branch president should be leading by example in your own branches by donating to LCPF. If you would like to increase your current donation, you can do that too. This is a fight that we will always have to fight on Capitol Hill. Your LCPF dollars will help us win this fight when our political enemies introduce anti-letter carrier bills that would harm us. We need everyone to help fight to preserve what we have fought so hard for all these years. If we want to keep Collective Bargaining and the benefits that it has brought us, LCPF is the way to ensure that. Contact your shop steward today to get help to sign up (off the clock) or on your lunch break. You can also contact your local NALC branch and one of your branch officers will be happy to assist you in signing up.

Additionally, our Region 6 National Business Agent's office is also able to sign you up for LCPF, and you also can contact any of your Michigan State Association officers. We will be happy to assist you with signing up. If you are a branch officer and you need assistance or information to help get your members signed up, please reach out to Michigan State Association President Carl Blassingame and he will make sure you get the proper assistance for your branch.

The job you save just may be your own. Sign up today!

ROBYN WILLIAMS

Good Fall Brothers and Sisters!!

It was a privilege serving on the National Ballot Committee and representing Michigan as well as Region 6. Unfortunately the NALC only received approximately 50% of the ballots back for ratifying the contract. We had an opportunity to let our voice be heard and half of our members failed.

I think this apathy is a big part of why our Nation is so divided. I believe we thought everyone else would do the dirty work and go to the polls to vote. Well it is time to do our part and get involved.

There are many ways that you can be active without causing disruption to your lives. I would encourage you to donate to our Letter Carrier Political Fund (LCPF). It serves as 'Job Insurance' so to speak. All of us are affected by the highs and lows of the Postal Service. We depend on the Postal Service for a living wage to feed our families and a pension to us takes care of us in our future retirement.

We need to ensure that the USPS is here for the future. One way of doing that is to make sure that we have the people to protect us in Washington. Believe it or not, there are many people in Washington who could care less about the USPS and just see it as a cash sinkhole of the American people. We need to support the representatives that see the valuable service the USPS is providing; the representatives that support the USPS. LCPF is the best way to do this.

Other ways you may get involved, is to download the nalc.org app on your smart phone. This is the quickest and easiest way to stay informed about what is happening around Washington. If you need to call your representatives, educate your friends, family and co-workers, this is the place to find factual information. There is a lot of mis-information about the Postal Service out there. Knowledge is power! Incorrect information is powerful too. It creates gossip, resentment and doubt. Do your part and know the facts!

Serving on the Michigan State Letter Carrier Association as a Board Member is an honor. I do appreciate my Branch, NALC, Branch 320 for allowing me the flexibility to do so. I would also like to thank my Branch and also tell each and every member job well done on maintaining our first place status, for a branch our size, in the National Food Drive this year. I am so proud to be President of Branch 320, to represent the best state in the Union and to be a member of the greatest Union!

Job Insurance

Greetings Brothers and Sisters. I hope everybody had a great summer. Hard to believe fall is upon us. I want to thank the membership for entrusting me with the position of trustee again. I will always strive to do my best to represent the interests of letter carriers in our great state.

It seems that politics is everywhere these days and I would like to use this article to clear up a few misconceptions. As a City Carrier Assistant organizer, I have the privilege of introducing our newest employees to the union and working towards getting them to join. We have a pretty good success rate at getting them to sign up across the country, but there are always a few hold outs with various reasons for not joining. One frequent reason I hear is political affiliation.

There seems to be a misperception that to be in the NALC you must be a democrat. Nothing could be further from the truth. While it is true that the NALC is a democratic organization, it doesn't mean we are all democrats. A democratic organization is simply an organization that favors democracy. In other words, the NALC is a fair and forward-thinking organization that gives every member, regardless of party affiliation, the right to have a say in what the organization does.

At no time has the NALC ever told me how I should vote. They have educated and informed the membership of where candidates stand on issues that affect our jobs. When talking to new CCA's I always tell them that the NALC respects everybody's right to freedom of choice. All our members have the right to have their opinions respected. This union is made up of republicans, democrats, libertarians, green party, tea party, independents, etc. We all have a voice.

I also tell them that when choosing which candidates to recommend we support, the NALC has the difficult task of putting aside hot button issues such as abortion, immigration, gun control and other controversial subjects. The NALC is interested in promoting those people who are going to protect our jobs and benefits.

The NALC has a political action fund called the Letter Carriers Political Fund. This is a fund that allows members to contribute money to be used to support those candidates who are looking out for us. It always amazes me when I go to conventions or training seminars to hear how low the percentage of contributors is compared to the number of members we have. Our relationship with those politicians who support letter carriers has improved and protected many of our benefits over the years. Even five dollars a payday goes a long way towards achieving our goals, and really, who is going to miss that small amount? Look at it this way... we spend thousands of dollars a year on car insurance so repairs are covered if we are in an accident, health insurance so we can receive sound medical care without having to pay huge bills by ourselves, and life insurance so that our families and loved ones are taken care of when we pass. Is it so hard to give up a few dollars a payday to protect our jobs? Call it job insurance. Please consider contributing to the Letter Carriers Political Fund. The job you save may be your own. Just my thoughts.



2017 Detroit Labor Day March

Join us next year!

What is this “Labor Day” thing anyway?

Observed on the first Monday in September, Labor Day pays tribute to the contributions and achievements of American workers. It was created by the labor movement in the late 19th century and became a federal holiday in 1894. Labor Day also symbolizes the end of summer for many Americans, and is celebrated with parties, parades and athletic events.

Labor Day, an annual celebration of workers and their achievements, originated during one of American labor history’s most dismal chapters. In the late 1800’s, at the height of the Industrial Revolution in the United States, the average American worked 12-hour days and seven-day weeks in order to eke out a basic living. Despite restrictions in some states, children as young as 5 or 6 toiled in mills, factories and mines across the country, earning a fraction of their adult counterparts’ wages. People of all ages, particularly the very poor and recent immigrants, often faced extremely unsafe working conditions, with insufficient access to fresh air, sanitary facilities and breaks.

As manufacturing increasingly supplanted agriculture as the wellspring of American employment, labor unions, which had first appeared in the late 18th century, grew more prominent and vocal. They began organizing strikes and rallies to protest poor conditions and compel employers to renegotiate hours and pay. Many of these events turned violent during this period, including the infamous Haymarket Riot of 1886, in which several Chicago policemen and workers were killed. Others gave rise to longstanding traditions: On September 5, 1882, 10,000 workers took unpaid time off to march from City Hall to Union Square in New York City, holding the first Labor Day parade in U.S. history.

The idea of a “workingmen’s holiday,” celebrated on the first Monday in September, caught on in other industrial centers across the country, and many states passed legislation recognizing it. Congress would not legalize it until 12 years later, when a watershed moment in American labor history brought workers’ rights squarely into the public’s view. On May 11, 1894, employees of the Pullman Palace Car Company in Chicago went on strike to protest wage cuts and the firing of union representatives. (watch movie 10,000 Black Men Named George)

On June 26, the American Railroad Union, led by Eugene V. Debs, called for a boycott of all Pullman railway cars, crippling railroad traffic nationwide. To break the strike, the federal government dispatched troops to Chicago, unleashing a wave of riots that resulted in the deaths of more than a dozen workers. In the wake of this massive unrest and in an attempt to repair ties with American workers, Congress passed an act making Labor Day a legal holiday in the District of Columbia and the territories. More than a century later, the true founder of Labor Day has yet to be identified.

Many credit Peter J. McGuire, cofounder of the American Federation of Labor, while others have suggested that Matthew Maguire, a secretary of the Central Labor Union, first proposed the holiday. Labor Day is still celebrated in cities and towns across the United States with parades, picnics, barbecues, firework displays and other public gatherings. For many Americans, particularly children and young adults, it represents the end of the summer and the start of the back-to-school season.

Sisters and brothers, take pride in our union. As we go into this fall season, we celebrate the ratification of a new contract. With over a 90% approval rating, our National Officers delivered! Please remember that this “collective bargaining” thing has only been around just over 40 years. Prior to this, the NALC would have to write to our representatives and ask for a raise. How do you think that would go today? Elephant, Donkey or whatever you call yourself, no matter we are all NALC members. We have to take pride in our diversity and use it to benefit us, not argue amongst ourselves. Soon we will finally get a raise, thanks to “collective bargaining”. This very right is under attack. Please consider signing up of LCPF (Letter Carrier Political Fund). Invest in your job. Protect your rights.

In closing, I would like to thank you for all of your support. I am truly honored to have been elected to the Michigan State Board. I look forward to serving with President Blassingame and the rest of our team. If ever I can be of assistance, please give me a call. (810) 444-5286

CORNELL FEARS

My fellow Letter Carriers give yourselves a standing ovation. An overwhelming number of members ratified our National Agreement. I would like to personally thank each and every one of you that voted. Most of the time you never get everything you want, but you always get most of the things that you need. Our city carriers assistants should be jumping with joy made out very well. The CCAs are our future and I am truly happy for them. They deserved more.

Our CCA's are not treated as well as they should be and have to put up with a lot of Management's crap.

Brothers and Sisters I must continue to plead with each and every one of you to donate to the Letter Carriers Political Fund. We cannot use union dues for the political process. Those of you that are already participating thank you and keep up the great work. I'm reaching out to those of you that are not contributing; we need your dollars. The United States Congress is calling the shots in America. We need to support the politicians that support labor. It takes a lot of financial strength to push some of our representatives to vote the right way. The job and benefits that you save might be your own.

Please read over your new National Agreement. Together we stand divided we fall.

MISALC ELECTED OFFIERS

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Branch 122

Lansing

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Branch 320

North Oakland County

Thomas A. Minshall

Branch 246

Kalamazoo

Contract ratification Letter Carrier Pay Schedule City Carrier Wage Schedule

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

- This pay chart includes the following increases for career carriers:
 - Sept. 3, 2016: COLA of \$21 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Sept. 3, 2016, through Aug. 18, 2017.
 - Nov. 26, 2016: 1.2 percent general wage increase (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Nov. 26, 2016, through Aug. 18, 2017.
 - March 4, 2017: COLA of \$333 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from March 4, 2017, through Aug. 18, 2017.
 - Sept. 2, 2017: COLA of \$270 annually (paid beginning Sept. 2, 2017, reflected in paychecks Sept. 22, 2017)—back pay not applicable.
- The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
 - 1.3 percent general wage increase
- Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.

Table 1: City Carrier Schedule

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

RSC Q (NALC)

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
Full-Time Regular Employees - Basic Annual Salaries																
1	48,406	52,337	53,863	56,785	57,188	57,593	57,988	58,390	58,794	59,191	59,594	59,995	60,398	60,803	61,201	403
2	50,415	54,597	54,693	57,686	58,120	58,557	58,986	59,417	59,855	60,277	60,715	61,151	61,580	62,022	62,454	438
Part-Time Flexible Employees - Hourly Basic Rates																
1	24.20	26.17	26.93	28.39	28.59	28.80	28.99	29.20	29.40	29.60	29.80	30.00	30.20	30.40	30.60	
2	25.21	27.30	27.35	28.84	29.06	29.28	29.49	29.71	29.93	30.14	30.36	30.58	30.79	31.01	31.23	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	23.27	25.16	25.90	27.30	27.49	27.69	27.88	28.07	28.27	28.46	28.65	28.84	29.04	29.23	29.42	
2	24.24	26.25	26.29	27.73	27.94	28.15	28.36	28.57	28.78	28.98	29.19	29.40	29.61	29.82	30.03	
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	YRS.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

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)

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
Full-Time Regular Employees - Basic Annual Salaries																
1	37,640	39,321	41,005	42,687	44,372	46,054	47,737	49,419	51,104	52,785	54,468	56,152	57,836	59,519	61,201	1,682
2	38,410	40,126	41,845	43,561	45,279	46,996	48,714	50,432	52,150	53,867	55,585	57,301	59,019	60,736	62,454	1,718
Part-Time Flexible Employees - Hourly Basic Rates																
1	18.82	19.66	20.50	21.34	22.19	23.03	23.87	24.71	25.55	26.39	27.23	28.08	28.92	29.76	30.60	
2	19.21	20.06	20.92	21.78	22.64	23.50	24.36	25.22	26.08	26.93	27.79	28.65	29.51	30.37	31.23	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	18.10	18.90	19.71	20.52	21.33	22.14	22.95	23.76	24.57	25.38	26.19	27.00	27.81	28.61	29.42	
2	18.47	19.29	20.12	20.94	21.77	22.59	23.42	24.25	25.07	25.90	26.72	27.55	28.37	29.20	30.03	
Percent Step O																
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
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	YRS.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

City Carrier Assistant Schedule

**Hourly Rates
RSC Q4 (NALC)**

Applies to CCA hires with no previous TE service.

CCA Grade	CC	BB	AA
1	16.41	16.91	17.41
2	16.75	17.25	17.75

Applies to CCA hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

CCA Grade	CC	BB	AA
1	17.78	18.28	18.78
2	18.13	18.63	19.13

Step Progression Criteria:

Step CC until 12 weeks of service as a CCA
Step BB following 12 weeks of service until 52 weeks of service as a CCA
Step AA after 52 weeks of service as a CCA

The Postal Service has informed the NALC that due to the complexity of implementing a new pay scale, including step increases, that the new pay rates for city carrier assistants will go into effect Sept. 16, 2017.

- This pay chart includes the following increases for city carrier assistants:
 - Nov. 26, 2016: 2.2 percent general wage increase (paid beginning Sept. 16, 2017, reflected in paychecks Oct. 6, 2017)—back pay will be calculated from Nov. 26, 2016, through Sept. 15, 2017.
 - Nov. 26, 2016: CCA step increases of \$0.50 per hour when you reach 12 weeks of service as a CCA, another \$0.50 per hour increase after 40 more weeks of service as a CCA (paid beginning Sept. 16, 2017, reflected in paychecks Oct. 6, 2017)—back pay will be calculated from Nov. 26, 2016 through Sept. 15, 2017.
- The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
 - 2.3 percent general wage increase
- Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.

The Michigan Letter Carrier
Michigan State Association
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