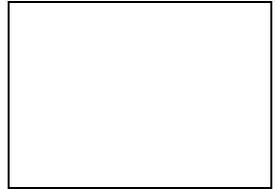


# 908 News

NALC Branch 908  
AFL-CIO  
PO Box 150  
Pennsville, NJ  
08070

# South Jersey Letter Carriers

Atco, Barrington, Bellmawr, Berlin, Blackwood, Bridgeton, Clayton, Deptford, Egg Harbor City, Gibbsboro, Gibbstown, Glassboro, Gloucester, Haddon Hts., Hammonton, Lawnside, Magnolia, Mantua, Maple Shade, Marlton, Mt. Ephraim, National Park, Paulsboro, Penns Grove, Pennsville, Pitman, Riverton, Salem, Sewell, Somerdale, Stratford, Swedesboro, Voorhees, Wenonah, Westville, Williamstown, Woodbury, Woodstown



Return Service  
Requested



BUY AMERICAN - BUY UNION



Newsletter Com: Spence, Lipski, Powell    Ph: 906-2838    Fax: 227-0516    www.nalcbranch908.com    January 2017

## Presidents Report

Happy New Year everyone! Hope everyone got through this hectic time in one piece, as the work was overwhelming in all of our offices. It's a shame this district continued to harass and torture the carriers during this most stressful and busy time of the year. We had many offices whose managers actually were walking carriers during this time because they couldn't accept the fact they needed extra time to get the job done safely and professionally. Shame on the pathetic managers who felt the need to harass and intimidate the workforce during this time of year. I would have to say for the 37 years I have been associated with this company, I have never talked to so many carriers and clerks whose morale was at an all-time low. This was always the one time of year everyone worked together and had a fun time delivering all those packages. Not anymore! This district leadership needs to take a long look into the mirror and start reevaluating their managerial methods, because as I see it, it is the worst of all time! I hear all the nonsense the POOMS spew during their daily telecom's, and all they seem to want to do is make sure the supervisors are issuing discipline to the carriers for every little infraction. I guess they think carriers are trying to get bit by dogs and hit other vehicles on purpose. Please stop telling me the only way to stop employees from making mistakes is to issue corrective action. We are associated with the biggest bunch of hypocrites around. They want to hold carriers accountable for their times, but if the carriers try to take a short cut and have an accident they assume they were doing something unsafe which caused their accident. They continue to do the old "hurry up and get back early, but be safe!" This rhetoric has to stop. Let's face it; until the postal service stops forcing these phony numbers games down the crafts throats, we will never see the number of accidents decrease. The new employees who are coming into the craft have no idea how this organization works, which is the real reason the job has morphed into something totally different than when I came in. The new employees don't understand the rules of this job, but the awful managers expect them to know the rules right from the start. We are asked at the District Manager meeting why many new employees leave this job, it is obvious to me, but obviously not to them!

On another front, we are back in Article 12 withholding as of December 7, 2016 due to a staffing review of a few offices in our district. This means no CCA's can be converted to career until the withholdings is lifted. I have been informed from the Business Agents office this withholding shouldn't be long, so hopefully it will be lifted by the time this newsletter reaches all of you.

One other piece of information I wish to share with everyone that concerns one of our brothers from the Deptford/Woodbury installation. Many of you may not be aware that one of our stewards has been out of work since August for doing his job but got put out on removal due to an action by an overzealous management team. The first good news on this front occurred on December 14, 2016 when we received a pre-arbitration settlement from his being put on emergency placement without pay for 48 days. He was awarded full back pay for this time being in a non-pay status. I would hope the managers get their "corrective action" for this huge blunder. We hope for more positive results of the removal going forward. One thing that will always bother me, and will never be corrected, and I will always repeat; that it isn't right for managers to be able to put our people out and have no repercussions for their inept

decisions. If higher level managers can see a decision is wrong, then why aren't those managers who made this decision which cost the service a lot of money still permitted to manage? Just saying!! Till next time!

Gary DiGiacomo – President

## Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, January 18th @ 8 p.m.**, at the American Legion Hall, 502 Colonial Ave., North Woodbury. The regular monthly meetings of the Branch are held on the Third Wednesday of each month @ 8 p.m. The Executive Board and Shop Steward meetings are held on the 2nd Wednesday of the month. The Executive Board meets @ **7:30 p.m.**, and the Shop Stewards @ **8 p.m.** The next meeting of the Executive Board and Shop Stewards will be on **Wednesday, January 11th @ 7:30 and 8pm** respectively.

## Attendance Prize Winner!

At the regular monthly meeting of the Branch on **Wednesday December 21st, Mike Rofrano**, a retired member out of our Gloucester Office won the \$250 attendance prize. The prize now stands at \$25 and will increase \$25 per meeting, up to a maximum of \$250, until a member in attendance has their name drawn.

## Comments From The VP

Happy New Year to all our active and retired members and their families! I would like to thank the members of Branch 908 for all your support and having the confidence in me to serve as your Vice- President the past year. As we begin the New Year, I ask our members to keep a few things in mind. First, Donald Trump was elected as president and the Republicans have a majority in both houses. What this means is that Trump and the Republicans in Congress will be attacking our pay and benefits. Protecting your job and benefits starts with you! It is very important that you get informed on these issues. One way to get informed is by becoming an e-activist. It does not cost anything and from time to time you will receive emails from the NALC Legislative Department with information on bills and such that affect Postal Employees, etc. For more info, please contact Letter Carrier Political Fund Chairman, **Ozzie Lecky**. Another way to get informed is by attending the monthly Union Meeting. You are the Union, so please, come out and ask questions of your elected officers, share some of the horror stories that happen in your office with your Union brother and sisters. I know this sounds like a broken record, but I would like to remind all our active members to serve their routes in a safe and professional manner. Do not be bullied by management and their projections to run thru your route. Take your lunch and breaks and take the time that is necessary to complete your route safely. Finally, if any active or retired member needs my assistance on any issue please contact me anytime at **(856)-906-2026 or 908vp@comcast.net**. Proud to be Union

Mike Powell - Vice President

## Health Benefits, MBA, FMLA, Optical

Happy New Year everyone. We're off, and running for 2017, and I can report no major changes in the NALC HBP. Still the same affordable high quality healthcare at a reasonable price. Unfortunately for everyone no matter the health plan OPM did raise all premiums, but the NALC plan was a minimal increase.

That's a great sign as it shows the plan is growing with leaps, and bounds in membership meaning the premiums, and coverage remain low. Any CCA's converting I urge you to look at our plan as a great investment in your health, and contact me prior to your conversion to career status at 856-304-8665.

Starting off 2017 with thoughts on the future? Go to [nalc.org](http://nalc.org) under benefits, and check out MBA. MBA offers some great programs such as life insurance, hospital plus, and retirement savings at very competitive prices, and earnings. Plan for life today, and reap the rewards later.

Hopefully we all remain healthy in the New Year, but life will toss you a few curve balls. Should you, or a family member need substantial time from work due to health related situations remember you could be entitled to FMLA. Should you encounter any problems receiving the forms simply go to [nalcbranch908.com](http://nalcbranch908.com), and under "some useful forms", and just printout what you need.

One more item I'd like to touch on is 'Wounded Warriors Leave'. Some Veterans, and reservist are entitled to certain protections, and benefits from injuries sustained while on active duty. For more information, and to see if you qualify go to <https://www.nalc.org/news/nalc-updates/wounded-warriors-leave-update>. See you at the meeting.

**George Greenwood, HBR 856-304-8665**

### Trustee Report

Brothers and Sisters, Happy New Year to you all! Just a quick reminder that we are having a beef and beer fundraiser on January 15, 2017 at American Legion Post 133 in Woodbury, to help offset Branch Trustee April Litty's soaring medical bills. Tickets are \$20 pp, contact me ASAP for tickets 609-932-9913.

**James Comuso Sr – Trustee Chairman**

### Ozzie's Corner

As we ring in the New Year, I want to take the time to ask all of my brothers and sisters of this great branch to give thoughts and prayers to our dear friend and Branch 908 Life Member **Norm Task**. I and my girlfriend Allyce had the pleasure of visiting him recently at his home in Haddon Heights. Norm revealed to us that he is struggling to keep his balance walking and standing after suffering from two strokes in less than 2 years. However, despite all that he has gone through, this 90 year old man still talks so clearly with fire and passion about COLCPE aka The Letter Carrier Political Fund. In addition, he shared with us how hard it was to sign members up and explain to them the importance of this Letter Carrier commitment. Also, he and I agree that everything is different and better today because we have the technology and tools in place to converse with our workers, Norm told me he is happy and proud of how our numbers have grown and he told me to tell you all to keep up the fight. I want to personally thank him for all of his political work he has done for our branch and I am damn proud he has pass the torch to me. In other political news, we had 1 contribution for the LCPF and it was William Dougherty Jr (Williamstown Office). Finally, I want to thank Mike Powell and Tom Walsh for assisting me with December's LCPF. I hope to see you all at January 18th's meeting.

#### **Ozzie Lecky - Letter Carrier Political Fund Chairman**

*\*(By making a contribution to the LCPF, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the NALC or of employment by the USPS, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The LCPF 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 LCPF are not deductible for federal income tax purposes. Federal law prohibits the LCPF from soliciting contributions from individuals who are not NALC members, executive and administration staff, or their families.)*

### Grievance Log

#### Pre-Arbitration Settlement

**Deptford-** Grievant **Mike Graff** will be paid administrative leave for the period of August 5, 2016 to September 22, 2016 for management placing him on Emergency Placement status without pay during this time!

#### Step B Decisions

**Blackwood-** The 14-Day suspension issued to grievant for Unsatisfactory Work Performance shall be reduced to a Letter Of warning on file for one year from date of issue.

**Blackwood-**The DRT has decided to declare an **IMPASSE** on the case where management placed grievant in an off-duty without pay status.

**Blackwood-**The DRT has decided to declare an **IMPASSE** on the case where management issued the grievant a 14-Day Suspension for Improper Conduct.

**Camden Annex-** Management **did not** have just cause to issue a 7-Day Suspension for Unsatisfactory Job Performance/Improper Conduct when grievant was accused of extending his lunch by 18 minutes based on the Local Operations Centers observation of GPS data. Based on no other additional evidence to prove this alleged action occurred, the 7-Day suspension shall be rescinded and reduced to a discussion!

**Deptford-** The DRT has decided to declare an **IMPASSE** on the case where management issued the grievant a Notice Of removal for Improper Conduct.

**Deptford-** The DRT has decided to declare an **IMPASSE** on the case where management issued the grievant a Notice Of removal for Improper Conduct

**Deptford-**Management violated Article 19 of the National Agreement when **TACS reports were altered on July 11, 12 and 14<sup>th</sup> of 2016**. Once again, management has corrected their errors and has been instructed to **cease and desist** from doing this.

**Hammonton-**Management violated Article 41 of the National Agreement when they denied the grievant, a CCA, the opportunity to work the route she requested to hold down during the service week beginning on August 22, 2016. As a remedy the grievant will be compensated for **1.42 hours at the straight time rate, 14.19 hours at the overtime rate and management is instructed to cease and desist from this practice.**

#### Formal Step A Decisions

**Woodstown-** Management agrees to pay grievant an additional **\$25.00** for being forced to work when auxiliary assistance was available.

**Woodstown-** Management agrees to pay grievant an additional **3 hours at the straight time rate** for being forced to work when auxiliary assistance was available.

**Woodstown-** Management agrees to pay grievant an additional **.50 hours at overtime rate** for being forced to work when auxiliary assistance was available

**Woodstown-** Management agrees to pay grievant an additional **\$25.00** for being forced to work when auxiliary assistance was available

**Woodstown-** Management agrees to pay grievant an additional **\$75.00** for being forced to work when auxiliary assistance was available

**Woodstown-** Management agrees to notify carriers if they need to "Fix" clock rings, not to "Alter" clock rings, a 3996 will be completed for work performed off their assignment. The union will be given time to review the clock rings monthly.

### 2017 Branch Budget Approved

Those in attendance and eligible to vote at the regular monthly meeting of the Branch held on **December 21st** unanimously approved the Branch 2017 Budget. The budget estimates the receipt and expenditures of the Branch at \$329,728 for 2017.

### 10th Annual Branch Banquet-April 1st

**The 10th Annual Branch 908 Banquet** will be held on **April 1st, 2017** from **7:00 – 11:00pm** at **Elizabeth's Ballroom located at Highland Blvd. & Sylvan Ave. in Gloucester City N.J.** This is a great night to eat, drink, dance, and socialize with good friends and to honor those members who have retired in the past year as well as those who have been selected to receive Branch Awards. If you have retired since the last banquet or you will retire before **April 1st** contact Branch Vice-President, **Mike Powell @ 856-906-2026 or 908vp@comcast.net**. All Branch Members, family and friends are encouraged to attend at a cost of **\$20pp**. **The cost for current Branch retirees is \$10**. Tickets may be picked up from Branch Vice- President **Mike Powell** at any Branch Meeting, or by mailing the form below with check or Money order by March 18th made out to NALC Branch 908, to 136 New Jersey Road Brooklawn, NJ 08030.

Name: _____
Print
Check One: Honoree ( ) Retiree ( ) Other ( )
Total number attending _____
Total remittance \$ _____