

908 News

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

Bill Revak Branch 908 South Jersey Letter Carriers

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

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Newsletter Com: Spence, Lipski, Powell Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com February 2023

Presidents Report

As we move forward, I want to update everyone on what is happening. One important update regards the issue some members had with the LiteBlue login fraud. It appears some employees fell victim to these fraudulent websites where some members had their paychecks rerouted to criminal's accounts. It looks like this issue has been fixed and now all employees will be required to reset their Self-Service Profile password, verify the last four digits of your Social Security Number, and set up a multifactor authentication. If you haven't done this, I suggest you do it as soon as possible. Another issue we had questions with concerned members who had dental or vision insurance through BENEFEDS who did not receive a payroll deduction during the Dec. 31, 2022 – Jan. 13, 2023. Benefits are still active and deductions will resume during the Jan.14-27 pay period. You don't need to do anything or worry about paying any catch-up deductions. Also, you will see your new FEHB premium rates start the same pay-period.

Next, I want to let everyone know the district is starting to focus in on attendance and uniforms. Remember, it is our job to be regular in attendance. We have always said there are only a few ways you could lose your job. The first one, which everyone can control, is coming to work. As long as you are regular in attendance, there is no way you can lose your job. By not coming to work, you leave yourself vulnerable to getting disciplined and possibly losing your job. If you have a medical condition, please get FMLA protection, to protect your absences. If you aren't sure how this works, please talk to your steward or any branch officer.

The next issue we are seeing being addressed is wearing the proper uniform while out on the street. It seems like we are becoming lax in wearing the proper uniform, and management is starting to write carriers up for not being in the proper clothing. I know a lot of you think it is no big deal, but we are required to wear a uniform. Please start wearing the proper clothing to avoid unnecessary discipline we will have trouble defending. I understand the prices of uniforms have become outrageous, but senior carriers should not have this issue with uniforms. The newer carriers are at a shortage, and we do have some slightly used uniforms at our hall you can come and take a look at. Just so you know, the National is well aware of this price issue and is looking for ways to help our members in the next contract.

As I have mentioned previously, we will begin negotiations for a new contract, and the national has stated one of their top priorities will be to address staffing issues in our craft. As you can see, the NALC has made a number of agreements with the postal service to make an all-career model in numerous offices and continues to add more constantly. This isn't the total answer, but hopefully, there will be an all-career workforce in the next contract.

Next, I want to let everyone know something that is very bothersome to me and many others. In our national election, our branch, who has over 750 members had only 144 members cast a vote. That is very disappointing to say the least. The countrywide vote was a little over 42,000, out of 280 thousand members, which also is very poor. Those numbers show there isn't a lot of members who care about what is going on in this union. I know these numbers are always the same, but I wish more people would start to care about their job because there will be a lot of changes in the near future that you will be asked to communicate your opinions on. If you don't vote, your concerns will go unrecognized. Please start to pay attention to

what is happening within the postal service, so you can speak up when the time comes for you to make your voice heard.

Lastly, I want to remind everyone, especially our newer members. If you receive any kind of paper discipline, please don't let it go without filing a grievance. Don't let your managers say it isn't anything and they will throw it out if you don't tell the union. That is the biggest ploy they have tried for years. Don't take any discipline without talking to your shop steward. Stay safe and hope to see everyone at this month's meeting.

Gary DiGiacomo – President

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, February 15th @ 8 pm**, 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 pm**, and the Shop Stewards @ **8 pm**. The next meeting of the Executive Board and Shop Stewards will be on **Wednesday, February 8th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$50

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday January 18th, Paul Anderson Jr** a member out of the Marlton Office would have been the recipient of the **\$25** attendance prize. The prize now increases to **\$50** 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

This month I want to talk about one of our union brothers, Nick Acevedo. Nick is a carrier in Westville. He was injured on his route while delivering, when he slipped on ice and fell backwards and split his head open on the curb. He has been out of work for over a year. Nick has been a loyal union brother, one that I could count on whenever needed. If any union brother or sister would like to drop Nick a line, contact LCPF Officer, Ozzy Lecky, at 856-220-8658 for Nicks contact info. It's been a little over ten years since we, Branch 908 carriers, were moved to the AKA, Camden, Hellhole or Shit Hole, Annex. You see it's not just the rotten management, but the windowless, unventilated building itself that makes this place a shit hole. I personally do not have anything against any of my brothers and sisters that work at the shit hole, as a matter of fact, I have made many new friends here, but for all the hours that I spend at the shit hole, I would never call it my home away home. Here are a few examples of why I think it is a shit hole. CCA's quitting left and right because, no pun intended, they are treated like shit, Carriers being written up because they have 3 call outs, Carriers being written up even though they fill out a 3996 and call back in the afternoon for instructions, Carriers being charged with lateness because there wasn't a scanner available in the morning. This is just the tip of the iceberg, but its why I call it the shit hole and everyone I come into contact with, especially former employees all agree it's a shitty place to work, hence THE SHIT HOLE. Make plans now to attend our annual Branch Banquet. Save the date, Saturday, April 15, 2023, 7 – 11pm. Tickets are \$20 for members and guests, \$10 for Branch retirees. Contact VP Mike Powell at (856)-906-2026 or 908vp@comcast.net or your shop steward for tickets. I want

to encourage all our active members, retired members and CCAs to try to attend our monthly meetings. It is not only your chance to get valuable information on things happening in the Branch but more importantly to ask questions or voice your concerns to your elected officers. You can also grab a bite to eat, have a beverage of your choice and meet and mingle with new and old friends. If any active, CCA 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

Annual Branch Banquet – April 15, 2023

Start planning to attend now. The **16th Annual Branch 908 Banquet** will be held on **Saturday, April 15, 2023, 7 – 11pm** at Elizabeth's Ballroom located at Highland Blvd. & Sylvan Ave., Gloucester City N.J. This is a great night to eat, drink, dance, and socialize with good friends and specially to honor those members who have retired in the past year as well as those who have been selected to receive Branch Awards.

The following Branch members have retired in 2022:

Gay Lynn Brandt – Atco

Daniel Benevento III – Sewell

Wayne Sheltman – Riverton

John Martin – Woodbury

Thomas McCabe – Woodbury

Mike Porter – Voorhees

Lori Simmerman – Bridgeton

Felix Bocchicchio – Mt Ephraim

Anthony Cristella – Blackwood

Norm Spence – Pennsville

Pam Goslin – Pennsville

Karen Moss – Blackwood

If you retired during 2022 and your name is not listed above, contact Vice President Mike Powell at **(856) 906-2026 or 908vp@comcast.net.**

Health Benefits, MBA, FMLA, Optical

As we begin the journey into 2023 there are many new and exciting things happening with both NALCHBP, and MBA.

A brand new very exciting offer from NALCHBP is the Hello Heart Program. NALCHBP is excited to announce a no cost program for eligible members of the NALC Health Benefit Plan. The Plan has teamed up with Hello Heart to offer cutting edge health related technology. Our mission is to empower eligible members to understand and improve their health using smartphone technology. From self-monitoring hypertension to helping you track, understand, and manage cholesterol, we have you covered. For registration details and additional information please visit the attached link. <https://www.nalchbp.org/hello-heart-sign-up>. By signing up for Hello Heart, you will be sent a free blood pressure monitor that connects to an app on your smartphone. When you use the blood pressure monitor, your readings will be sent to the Hello Heart app automatically, making it easier for you to track and manage your blood pressure. The information on the app is kept 100% private to you, allowing you to take care of your heart health from the privacy of your home. In order to qualify for the program, you or your adult dependent (18+) need to be enrolled in the NALC Health Benefit Plan and have blood pressure readings of 130/80 mmHg or above or take blood pressure medications. Feel free to reach out to Hello Heart with any questions by emailing support@helloheart.com or calling (800) 767-3471, Monday - Friday 8:00 am - 8:00 pm EST. Thank you for taking charge of your health and allowing the NALC Health Benefit Plan to support you on your journey.

Optical reimbursements: Any member in good standing is eligible to receive a once a year \$20 reimbursement for your optical expenses. Simply mail me a paper copy of your detailed expense with your name, address, and office/retired to me at George Greenwood, 1083 Chews Landing Rd., Laurel Springs, NJ 08021. Any questions or concerns always feel free to give me a call at 856-304-8665. Be safe everyone, and hope to see you all at the February membership meeting.

George Greenwood, HBR

Ozzie's Corner

We have a date!! The date I'm referring to is our CCA/PTF night for Branch 908. The date is **Tuesday, April 4th from 7:30pm to 9:30pm**. The address where the meeting will take place at is 502 Colonial Avenue, Woodbury, NJ 08096 (where we have our general monthly meetings). The meeting will have guest speakers that make up our Executive Board to discuss the different functions/departments in our local union. Also, the

forum will have a question-and-answer period. We will have a raffle, refreshments and food (so bring your appetite!). All CCAs and PTFs are encouraged, urged and most importantly, welcomed to attend. I will be contacting all of the CCAs and PTFs in our branch soon by phone and text to confirm her/his attendance for the meeting. However, please feel free to contact me and confirm you will be present the night of the meeting too. A few weeks back, I had the pleasure to attend a Town Hall Meeting hosted by Congressman Donald Norcross. One of the positive reports that came from the meeting was from Camden County Commissioner Nash. Mr. Nash said, "The State Of New Jersey awarded Camden County a \$35 million dollar grant to fix bridges and a \$40 million dollar grant to repair and fix area county roads". Hopefully some of our branch offices in Camden County see the better safety improvements when they work and drive their postal vehicles.

Finally, I want to thank this month's LCPF contributors: **Kathy Champagne** (Gloucester City), **Kassandra Gomez-Arellano** (Pennsville), **Chad Hubler** (Gibbstown), **Edward Marks II** (Woodbury), **Kevin O'Brien** (Pennsville), **Guillermo Pangilinan III** (Riverton), **Tressa Pettit** (Pennsville) and **Justin Silver** (Bellmawr). My phone number is (856) 220-8658 and email is opleckyjr@gmail.com, feel free to reach out to me. Please be safe and well.

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 Results

Step B Decisions

Bridgeton - Management **did not** have just cause under Article 16 and Article 10 of the National Agreement when they issued grievant a Letter of Warning for Failure To Maintain Regular Attendance. As a remedy, the **L.O.W.** issued to Grievant on 10/25/2022 is **expunged** from his record.

Bridgeton - Management violated Article 19(ELM 545.71, 545.721) of the National Agreement by failing to pay grievant continuation of pay (C.O.P.) after she filed s claim with OWCP for an injury. As a remedy, management is instructed to abide by the provisions set for in the E.L.M. Also, management must properly input code 071(COP) for grievant from the time of request minus the 40 hours already restored. The additional sick time will be **48 hours**, thus restoring all other paid leave that was charged.

Williamstown - Management violated Article 5,21 and 19 (ELM Section 540 and EL-505 and 20 C.F.R..1) of the National Agreement by failing to process and/or properly process Form CA-2A and CA-7 in a timely manner. As a remedy, the Step B team agrees to a one-time compromise decision to pay grievant a lump sum payment of **\$100.00** for the delay.

Williamstown - Management violated Article 8 of the National Agreement when non-OTDL/Work assignment carriers were required to work mandatory overtime during Pay Period 10 of 2022. As a remedy **6 carriers will be compensated a total of 3 hours** at the appropriate rate for this violation.

Williamstown - Management violated Article 8 of the National Agreement when non-OTDL/Work assignment carriers were required to work mandatory overtime during Pay Period 3 of 2022. As a remedy **5 carriers will be compensated a total of 4.67 hours** at the appropriate rate for this violation.

Williamstown - Management violated Article 8 of the National Agreement when non-OTDL/Work assignment carriers were required to work mandatory overtime during Pay Period 2 of 2022. As a remedy **7 carriers will be compensated a total of 16.83 hours** at the appropriate rate for this violation.

Williamstown - Management violated Article 8 of the National Agreement when non-OTDL/Work assignment carriers were required to work mandatory overtime during Pay Period 25 of 2022. As a remedy **4 carriers will be compensated a total of 2.49 hours** at the appropriate rate for this violation.

Branch Attorneys

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