

908 News

NALC Branch 908
AFL-CIO
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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 November 2022

Presidents Report

In keeping everyone updated on our latest raises, it is hard to believe that after the first two months of calculating, our next COLA remains at \$0. I believe this is just a glitch in the numbers so far, and we will see an uptick as we move forward. The retiree COLA now stands at **8.7%**, another record. On the other hand, we are still getting our last contractual raise for this contract, which will take effect on November 19th. **All career carriers will receive a 1.3% general wage increase. CCA's will receive a 2.3% increase effective on the same date.** In addition, a new top step will be added to Tables 1 and 2. The new step P will be **\$444.00** annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19 will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O. The updated pay chart is on nalc.org and in the November edition of The Postal Record. The four general wage increases have added **8.8 percent to CCAs' pay and 4.8 percent to career city carriers' pay.** When coupled with the six cost-of-living adjustments (COLAs) already received from this National Agreement, these increases have resulted in a total pay increase for each step in the career pay schedules of at least **14.8 percent.** The seventh and final COLA from this National Agreement will be based on the January 2023 consumer price index and will be announced in February. I have to say these raises are the most prolific raises we have ever accomplished throughout my 40 years.

On to some other issues we will be dealing with. It amazes me how the leadership in this district can be so hardheaded when it comes to our jobs. For years we have been vigilant in making sure managers don't mess with our timecard entries, since we made them pay thousands of dollars in grievance settlements over the years. Well, it appears the new District Manager has no regard for the manuals and has instructed all offices to have carriers swipe to **737** when delivering parcels on their routes. I have been told he doesn't want to hear anything about this practice and to just follow his instruction and make carriers swipe to this function. We are going to start filing grievances on these illegal instructions if he wants to go there. I have contacted our Business Agent, who is now aware of what is about to take place. For the life of me I can't understand why anyone would not want to give us credit for this part of our job! What is he trying to accomplish by this type of managing? With the new process of route evaluations going on, is he trying to show routes aren't overburdened because of the enormous number of parcels we will be getting shortly, if not already? When will these stuffed shirts learn to stop trying to manipulate the numbers for their own personal reasons? If you are looking to spend an enormous amount of union time to process these grievances, then that is what will be happening. I feel bad for the managers who have common sense and don't want to deal with this stupid way of managing but can't question the latest "leader". I am not sure if this a nationwide directive, but it seems like the New Jersey district is always the one who starts these losing propositions! Just so everyone is aware, the instruction to swipe to 737 to deliver your parcels is improper and I suggest everyone question your manager if he tells you this has to be done.

Also, I just want to make all PTF's aware of their work hour guarantee, as we have some managers who aren't understanding how it works when CCA's are working in your office. If your office has CCA's working, you are guaranteed 40 hours a week, period! For some reason, we have supervisors, who believe they don't have to guarantee a PTF 40 hours while working CCA's. If you find yourself in this situation, please let your steward know and we will get you paid for the 40 hours you were short. Overtime hours don't count towards that total.

Next, the national election results are in, and all the national candidates, who were on the Renfroe team were successful in winning their elections. The thing that amazes me is the lack of voter participation in this process. Just look at how many members voted. The number is very disheartening to me. Hopefully, this isn't the case in the mid-term elections this month.

Once again, I want to remind everyone about the importance of working safely in the dark. I don't want to sound like a broken record, but many injuries that occur in the nighttime hours can be avoided by taking your time and being aware of your surroundings. Please don't feel intimidated by your manager who will say the darkness won't take you any longer. They know it does and you can bet if you suffer an injury or are involved in an accident, they will not have your back. Just remember, if you believe your safety is at risk when making a delivery, don't make it. Let your manager know why you couldn't deliver the piece and that will cover any issue of bringing back mail. Be smart. I will have all the latest updates at this month's meeting. Have a Happy Thanksgiving and hope to see you at this month's meeting.

Gary DiGiacomo – President

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, November 16th @ 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, November 9th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$225

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, October 19th**, **Richard Carapucci** a retired member out of the Woodbury Office would have been the recipient of the **\$200** attendance prize. The prize now increases to **\$225** 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

November is a busy month this year. First Election Day is the eighth. Please take the time to vote whatever your party affiliation may be. Veterans Day is November 11, and I want to thank all the Veterans of our great branch for their service. Also, please remember to thank your steward. Our stewards are second to none and work countless hours fighting to defend

your rights. I want to thank the following carriers and their families for sponsoring a child from the Angel Tree for under privileged children. From our **Bellmawr Office, Bob Olszewski, AJ Rybicki; Haddon Heights, Bill Kyser, Rico Jackson, and Bob Rieger (Retired); Mt. Ephraim, Joe Powell (Retired); Westville, Ozzie Lecky, Steve Elias; Gloucester, VP- Mike Powell, Joe Sloan (Retired); Woodbury, Tom Barnett (Retired)**. One other retiree requested to be anonymous. Again, a Big Thank You to all of you!!! I recently investigated a violation of Dignity and Respect in our Marlton Office. During this investigation, the Postmaster of Voorhees gave a less than honest statement against the grievant and although the statement had no outcome in this situation, I feel I should give a few facts about this Postmaster. First, he was run out of the Marlton Post Office in 2012. Then he went on to Gibbstown and lost every grievance filed there, including an EEO which was settled in our favor at redress. He wound up in our Sewell Office where he lost somewhere in the vicinity of three hundred grievances give or take a few. The one common denominator here is that he lost every grievance no matter where he went. I will not waste any more space on this loser, but I felt compelled to set the record straight. Over here at the Camden, aka Hell Hole-Shit Hole, Annex, management continues to mismanage. Things will never change here until this building is condemned and shut down for the filthy, unfit, shit hole that it is. I could go on and on, but I want to finish on a more positive note. I want to recognize our 2 Voma's, **Mike Marchionne** and **Doug Smith** for the excellent job they do every day for all the carriers working here at the shit hole. Thank you!! Mike and Doug. Finally, I want to wish all our members and their families a Happy and Blessed Thanksgiving. I want to encourage all our active members, retired members and CCAs to try to attend our union 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. 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. We are in this together, Be Safe and God Bless**
Mike Powell – Vice – President

Turkey Give Away

Trustee Chairman **Jim Comuso** has once again donated a turkey in memory of former Trustee Chairman Jack Bittner. Come out to the **November 16th** meeting for a chance to win!

Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5 of the National Agreement between the NALC and the USPS, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. This year, the December period begins **Pay Period 26-22 - (Dec. 3, 2022)** and ends **Pay Period 01-23 - (Dec. 30, 2022)**.

Health Benefits, MBA, FMLA, Optical

Hello sisters, and brothers. Open season for health, vision, and dental benefits is upon us. The dates for open season are **November 14 - December 12**. This is the time of year you have to enroll or change your benefits. As always, your very own health benefit plan the NALCHBP offers you low premiums, exceptional coverage, low out of pocket expense, and a vast network of physicians, and facilities. Check out everything NALCHBP offers at <https://www.nalchbp.org/news/2022-open-season>.

All new for annuitants during open season for 2023: NALC High Option Plan-Aetna Medicare Advantage NALC Health Benefit Plan offers enhanced benefits for annuitants enrolled in the High Option Plan with Medicare Parts A and B as their primary coverage. If you are included in this category, then you are eligible to opt into the new **NALC High Option Plan – Aetna Medicare Advantage**.

Exciting benefits include:

- ✓ A \$75 monthly Medicare Part B reduction (up to \$900 per year per enrollee)
- ✓ Silver Sneakers
- ✓ Dental Coverage
- ✓ Vision Coverage
- ✓ Unlimited physical, occupational and speech therapy visits,
- ✓ And much more!

If you are not enrolled in the NALC High Option Plan - enroll during open season to take advantage of this great new opportunity.

Any member in good standing wishing to receive their once a year \$20 reimbursement for optical expenses for yourself, or qualified dependent please send a paper copy of your receipt to me at...George Greenwood, 1083 Chews Landing Rd., Laurel Springs, NJ 08021. Any questions, concerns, etc., feel free to give me a call at 856-304-8665. Be safe. See you at the next meeting.

- **George Greenwood, HBR**

Ozzie's Corner

OUR SISTER POSTAL UNIONS HAVE IT TOO!! In October's newsletter we looked at The National Rural Letter Carriers' Association PAC. The final union we will turn our attention to is The American Postal Workers Union (APWU). Founded in 1971, The APWU was organized as a result of a merger between 5 postal unions. The 5 were: The United Federation of Postal Clerks, The National Postal Union, The National Association of Post Office and General Maintenance Employees, The National Federation Of Motor Vehicle Employees and The National Association Of Special Delivery Messengers. The APWU has a membership topping out at 200,000 (active and retired). Furthermore, the union has 2,000 private-sector mail workers. The crafts covered under The APWU include Clerks, Maintenance, Motor Vehicle Service (MVS) and Support Services Division.

The name of The APWU's nonpartisan PAC is called COPA (Committee on Political Action). Just like The Letter Carrier Political Fund (LCPF), as a member in The APWU you can contribute to COPA in the following ways: a payroll deduction (similar to Postalease: Active), Electronic Fund Transfer (bank account withdraw: Active and Retirees), OPM Annuity (monthly contribution from the member's pension: Retirees) and COPA By Check (1x payment with a personal check or money order: Active and Retirees). Just like LCPF, COPA doesn't use a member's dues money (it is against the law), therefore it is strictly voluntary. Just like LCPF, COPA is about building relationships across the political landscape, and this holds true on The APWU's website in the Legislative and Political Department. The Statement reads, "The APWU needs a strong voice in political affairs. We must support elected officials who advance our goals and help defeat those who oppose them". In addition, COPA is used on Capitol Hill for 5 main objectives: A. A Vibrant, Public Postal Service, B. Collective Bargaining And Workers' Rights, C. Wages And Benefits, D. Retirement Security For Active And Retired Members and E. Protecting Democracy (Automatic Voter Registration And Vote By Mail). Lastly, The APWU states that by contributing to COPA, it ultimately comes from 3 aspects: unity, education and action. Brothers and Sisters, that is what a union PAC is all about. We need to continue to come together and not let nothing tear us apart (including our own personal political views), we need to continue to let each other know about the issues as NALC members that could help us or harm us and always remain steadfast and ready to fight for the platforms that matter to us as City Letter Carriers.

Just as a reminder to all active members in Branch 908, please register on ECOMP as soon as possible. As I have been reporting over the last 2 general meetings our national union wants all of our active members registered for 2 reasons, 1. If you get a dog bite, injury or accident on the job, you don't need to start the preliminary process (you are already in the system). 2. The Department of Labor is doing away with paper forms, therefore everything is done electronically. The address of ECOMP is <https://www.ecomp.dol.gov>. My phone number is (856) 220-8658 and my email address is opleckyjr@gmail.com. Finally, I want to thank **James Powers** (Voorhees, Transfer Adjustment), **Angela Seserko** (Gloucester City) and **Kevin Breitenstine** (Retiree, Stratford) for contributing to LCPF this month.

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.)*

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