

908 News

NALC Branch 908

AFL-CIO

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Bill Revak Branch 908 South Jersey Letter Carriers

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

Presidents Report

Welcome back everyone. I can say this summer was not like the usual ones. Normally, I always hope everyone got through the heat in one piece without any serious issues, but this year we had some unusual developments. As the heat issues throughout the country created some serious concerns, with the death of a brother out in Dallas, Texas, it opened a whole new Pandora's box inside the postal service. We have uncovered some major falsification of training records on all employees. We have initiated grievances in all our offices to get this falsification on the record, and to begin holding management accountable for their blatant falsifying of carriers' training records. It appears management, in trying to save office time again, went into employees' personnel files and checked they gave all carriers this HERO training. I won't go into detail here but will speak about it at our meeting in September. Just so you know, you were all supposed to be given this presentation on the postal computer in your office, which would have taken about 20 minutes. Once again, we can see how much they really care about us, to go to the length of fraud to make their office numbers. I really hope someone gets held accountable, but probably won't.

Next, we have an agreement in the five offices in our branch who filed a grievance on the secondary mail that comes in the front of their DPS trays that is not in order. We went to these offices in August to watch how these issues will be corrected. It is more of a Redbook issue that has caused many of the problems over the years that was left unattended. It looks like it will take a little time to get the Redbooks updated and have the addresses corrected by the customers to see a real improvement. If, after all these fixes are tried and there still is a problem, all other mail not fixed will be pulled out and given to the carriers to sort prior to leaving for the street. It may take a couple of weeks to see results, so have a little patience. I will keep everyone updated on the progress. It is up to the managers in the office to get this fixed, so if there is a delay, it is probably because they are not doing their part.

Next, we are still negotiating our next contract, and hopefully, we should hear something this month. We will be attending the State Convention in September, so we should at least have an idea where we stand. I will have a report at our meeting as well. Another item I want to keep everyone updated on is our new website, which April Litty, our Recording Secretary, and EVP, Shawn McBride have been working on this summer. It is almost finished, and hopefully by our next meeting it will be up and running. Next, as many of you have been experiencing this summer, many of your managers have been doing 3999's on your routes, which is a blatant violation of the TIAREAP memo. We have filed grievances on these issues and have won every one with the latest language out of Deptford saying, "**Any data from these 3999s which has been uploaded will be purged and discarded and destroyed and cannot be used for any purpose.**" Just so you know, this was a total waste of time and nothing more than pure harassment. Lastly, another item I want to mention deals with the rural carrier craft. It appears, after all these years of getting paid for an evaluated route structure, the natives are now restless. After seeing many routes get added to and making less money, the carriers are now looking to decertify their union. It's a shame the members didn't see the forest through

the trees years ago when we tried getting them to join our great union. They saw the short-term gain of getting paid nice money for doing half a day's work because their routes were in an evaluated route structure. We always said sooner or later the postal service would catch up with this ridiculous pay structure. They have, and their ice cream run is over, and now they want out! They should once again seek us out since we do the same job. They won't because they don't want to admit we were right years ago. How about swallowing your pride your past leaders blew and come with us. Remember, there is strength in numbers, and we have the numbers. Just a thought. These are just a few of the happenings this summer, and I will fill everyone in on the rest at this month's meeting. Hope to see you there.

Gary DiGiacomo – President

EVP'S FYI

TIAREAP (Technology Integrated Alternate Route Evaluation and Adjustment Process 2022-2023) M-01983. This month I would like to speak about how management has shockingly unilaterally chosen to ignore key points in this memo. I would like to point out to you on page 12 states in part: "PS Form 3999 Process is applied to all PS Forms 3999 performed after the signing of the Technology Integrated Alternate Route Evaluation and Adjustment Process MOU 01983. In both selected and non-selected zones, all PS Forms 3999's conducted during the life of this agreement will be reviewed with the regular carrier or agreed to replace carrier. The original, unedited PS Form 3999 will be printed and made available to the route evaluation and adjustment team assigned to perform adjustments. Within three business days (whenever possible) of performing a PS Form 3999, management will explain the examiner's comments and reasons for any time recorded as nonrecurring street time, as well as any editing of the original PS Form 3999, to the carrier. The carrier will have the opportunity to write his/her comments on an attachment to the original unedited copy of the PS Form 3999. The carrier will be provided with a copy of the unedited PS Form 3999 one day prior to discussing it with management. An unedited copy of each PS Form 3999 along with examiner and carrier comments and the Audit Trail Report(s) will be provided to the appropriate adjustment team". Somehow management must not have been furnished this valuable page of the Memo, I can't believe they wouldn't want to comply with it. Cutting to the point if management walks you, they are required to do what is written above in quotes. If they do not, please tell your Steward, we have grieved this numerous times and won recently. Our stewards are fantastic and well prepared for this and will defend your rights. I am extremely confident in them. Always remember their bad day is not yours, they have a responsibility to follow this memo. **Stay Strong, Strength in Numbers.**

Executive Vice President Shawn McBride (856)649-9317

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, September 20th @ 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, September 13th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$175

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, June 21ST, Daryl Wilke** out of the Sewell Office would have been the recipient of the **\$150** attendance prize. The prize now increases to **\$175** 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

Welcome back brothers and sisters. I hope everyone had a safe and pleasant summer. There were a few troubling issues that happened over the summer months. The first being the tragic heat related death of our union brother Eugene Gates. The tragic death of brother Gates uncovered the widespread fraud of management throughout the entire country making entries in carrier training records that they had watched a 20-minute training video on heat, **The Heat Illness Prevention Program (HIPP)** when in fact they had not watched the video. If you have not watched this video or have not had any training on Heat Prevention, contact your steward so the appropriate grievance can be filed. The second was charges specifically Article 10 of the NALC Constitution, Removal of Officers, were invoked by Director of City Delivery Chris Jackson against NALC President Brian Renfro. The NALC website has some updated info on this serious subject, and I suggest everyone reads these serious charges. I would also like to ask all our members, active and retired, and especially our CCA'S to please take the time to get involved with the union. Remember, brothers and sisters, you are the union. Come out to a meeting, grab a bite to eat and have a beverage of your choice, meet carriers from other offices and see how your elected officers are managing your dues money. 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

Health Benefits, MBA, FMLA, Optical

Hello brothers and sisters, and welcome back. I hope everyone had a safe, healthy, enjoyable summer. I know that can be difficult with long hours, intense heat, etc..., but if you find yourself stressed or having any difficulty in coping, please don't hesitate to call EAP. The Employee Assistance Program (EAP) is a free, voluntary, and confidential service to help USPS employees overcome challenges affecting their physical and mental health, family life and job performance. You can call 1-800-EAP-4-YOU (1-800-327-4968) 24 hours a day 7 days a week. You will always speak to an EAP representative when you call. For the hearing impaired with TTY equipment, call TTY: 1-877-492-7341. CCA's as of 08/11/2023 the Federal Employee Dental and Vision Insurance Program (FEDVIP) is available to you. Enrollment is open until Sept. 24, 2023. After that you will be able to enroll during the normal open season enrollment, or for up to 60 days following a Qualifying Life Event. To enroll go to www.benefeds.com. Retirees this one's for you. I've had a number of calls regarding problems with individuals' private insurance not authorizing treatment, or paying bills. There is a reason for this. Your private health insurance is NOT your primary insurance coverage if you also have Medicare Part "B". Medicare is! It is your responsibility to inform providers, and facilities that Medicare is your primary insurance coverage, and your private insurance company is your secondary coverage. This will rectify any approvals, or payment problems you may encounter. Contact all your providers and let them know. Also let them know if you changed to Aetna Advantage because that trumps them all. Optical reimbursements are always available so if you'd like to receive your once a year \$20 optical expense reimbursement send me a paper copy of your expense with your name, address, and office/retired on it to me at George Greenwood, 1083 Chews Landing Rd., Laurel Springs, NJ 08021. Any questions, or concerns on any of the above always feel free to give me a call at 856-304-8665. Take care folks. Hope to see you all at the next meeting in September.

- **George Greenwood, HBR**

Ozzie's Corner

As we honor another Labor Day this month, it is important that I take the time and say thank you to the best members of the best local in the NALC. Under Merriam-Webster's Dictionary and Thesaurus (Revised and Updated Edition), there are 6 definitions of the word Union. The sentence that impacts me is the following: "An organization of workers (as a labor union or trade union) formed to advance its members' interests esp. in respect to wages and working conditions". In a union, we have the upper hand when it comes to better wages, benefits, and the voice on the job. According to the AFL-CIO, workers in labor unions make 18% more in wages than our nonunion counterparts. Also,

The Department Of Labor did a study with union members when it comes to their personal benefits. The study showed more than nine out of ten union members have access to employer-provided health insurance. On the other hand, 68% of nonunion workers don't have the health care benefits provided to them by their employer. Finally, the workroom floor protection: The Shop Steward or Union Representative. These hard working, committed men and women in these undervalued and sometimes unappreciated positions have many duties that fall into their laps constantly (studying the contract, fighting off discipline for the members and writing up grievances). Therefore, at the end of the day these individuals are continually looking out for the members' best interests. PERIOD. I owe a debt of gratitude to each member (generation after generation) fighting every day, week, month, and year in making what is and still is the best damn local union in the country, Bill Revak South Jersey Letter Carriers, Branch 908. This month's article is dedicated to all of the members, officers and Shop Stewards for making this local the blueprint on what a union is all about. Happy Labor Day to all of you and Thank You.

Finally, I want to thank this month's LCPF contributors: Elvis Mayoral-Arevalo, Rick Bacon, Felix Bocchicchio, Stephon Brandt, Boyd "Bud" Burrows, Howard Foxwell Jr, Tyler Harvey, David Hogate, Chad Hubler, Stefan Jennette, Joe Laluk, John Prelas, Warren Reid, and Greg Solly.

My phone number is (856) 220-8658 to reach me in our branch for any assistance in local matters. **In Solidarity,**

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.)*

HOPS FOR HOPE

SAVE THE DATE! MDA FUNDRAISER AT THE DOUBLE NICKEL BREWERY SUN. OCT. 29th, 2-5pm
Notice of Nominations and Election of Branch Officers, Shop Stewards, and Convention

Delegates

This is to provide official notice that nominations for the election of Branch Officers, Shop Stewards, and Convention Delegates for the term 2024 thru 2027 shall take place at the regular monthly meeting of the Branch on Wednesday, October 18, 2023. Elections shall be by secret mail ballot of the eligible Branch membership and held as soon as possible after nominations at the October regular monthly meeting. Nominations shall be made from the meeting room floor or in writing to the Branch Recording Secretary, mailed, or presented to him/her prior to or at the October regular Branch meeting. Each eligible member of the Branch nominated for office shall accept or reject nomination in writing prior to the adjournment of the October regular monthly Branch meeting. Failure to accept nomination for Branch office prior to adjournment of the October regular Branch meeting will invalidate the nomination. Shop Stewards shall be nominated by an eligible Branch member from the office at which the nominee is employed to represent the Branch membership. Installation of Branch Officers, Shop Stewards, and Convention Delegates shall take place at the regular monthly meeting of the Branch in January. Offices up for election include that of the Branch President, Executive Vice President, Vice President, Recording Secretary, Treasurer, Assistant Treasurer, Financial Secretary, Assistant Recording Secretary, Trustees' Chairman, Trustees (4), Health Benefits Representative, Housing Chairperson, Sgt. at Arms, Letter Carrier Political Fund Officer, Shop Stewards (19) and approximately (36) Convention Delegates. The number of Convention Delegates to be compensated for their attendance at a State or National Convention, provided they meet the eligibility requirements for such compensation, shall not exceed two and one half (2.5) percent of the total Branch membership, (which is approximately 18)

Branch Attorneys

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