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| 908 NewsNALC Branch 908AFL-CIO**PO Box 1223**Blackwood, NJ 08012 | South Jersey Letter Carriers

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| **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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 **Return Service** Requested |
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| **Newsletter Com: Litty, Lipski, Powell Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com November 2023** |

**Presidents Report**

 I would like to take this time to thank the membership for their support in electing me, and the entire Board of Officers, for the next 3-year term, at last month’s meeting to represent the Bill Revak Branch 908 membership. Once again, I pledge to do what I have always done, which is to fight for everyone’s rights and make this branch a successful and respected branch throughout this union, which I think we have accomplished. I can say our branch is in good hands with the officers in place for the next 3 years. I was very impressed with the turnout at last month’s meeting, and hope it continues going forward. I am speaking to those newer carriers, who are showing interest in seeing what this job is all about and how our union works. Please consider getting involved in the union, as you are the future, and we are always looking for the next generation to step up and carry the torch.

 We are still waiting for the contract update, as we could be hearing something any day. President Renfroe says they are very close to an agreement, with a few items still being discussed. Hopefully, I will have some good news to report at this month’s meeting.

 Next, as we are getting ready for the holiday season, I want to remind everyone about the issue we had last year, and hopefully, won’t occur this year. It appears you won’t be coming in early to deliver parcels, but that is the position today, and will probably change by the time you read this. If by chance you are delivering parcels by themselves, please make sure your route is getting the credit for the parcels and not being put on an X-route or static route. Your route gets the credit for all parcels, not any other route designation. If you are being told to swipe to something other than your own route, please let your steward know ASAP so we can address this situation.

 Next, as the clocks go back, it will be getting darker earlier, and thus it becomes an issue that you may experience while working in the dark. I want to remind everyone that **darkness in and of itself isn’t a safety hazard**, but if you can’t make a delivery because of the darkness, please don’t. Bring that piece of mail back and mark it up and let your manager know why you couldn’t make the delivery. Please don’t bring back the mail because it is dark. Only bring mail back that can’t be delivered safely. And please let management know so you are covered from any sort of delaying of mail charge.

Next, it appears the district is once again trying to clamp down on attendance. I understand we are all supposed to be regular in attendance, but some of the proposed discipline I am hearing about is a joke. It seems the managers are being pressured by their POOMS to issue discipline to anyone who has a few callouts in the last 6 to 9 months. I am not sure what they are using to determine who is an abuser, but it looks like they are including just about anyone who has multiple callouts in the last 6 months. It looks like our stewards will be busy once again if this nonsense continues. Speaking of nonsense, it appears we are dealing with another problem area with regards to the Dispute Resolution Process. Looks like management is clogging up the system by **IMPASSING** just about every case that is being sent up. We have cases up there that should have been easily resolved but aren’t. Just so you know, we have gotten our hands on internal memos that say they are impassing cases even though they know it won’t get to arbitration. It looks like we are returning to the days of Step 3 grievances, where all cases were sent to the Business Agent to get certified for arbitration because management would not settle them. I hear changes are coming, so we shall see. I hear the problem is there aren’t enough managers to work on these cases, so they just send them up for the Business Agents to deal with, which is what the DRP process was meant to end. You hang around this place long enough, you see everything come back around! See you at this month’s meeting to update you on everything else that is going on in our branch. **Gary DiGiacomo--President**

**EVP’S FYI**

The most frequent question this time of the year is **“do I have to work in the dark”**. The simplest answer is yes, I will explain to try and help understand our responsibility. **M-00483 STEP4 States:** **“September 26, 1980, normally letter carriers deliver mail during daylight hours; however, there is no contractual provision which would preclude management from assigning carriers to deliver mail in other than daylight hours.”** Simply put management can assign you work that could occur in the dark. If this is the case, we as letter carriers should understand that safety is on us. Meaning if it is dark and the delivery you are attempting to make is not properly lit and you feel you could hurt yourself attempting to deliver, you must determine whether not to deliver. I would strongly recommend in this situation that you contact the office prior to return to inform the supervisor of the mail being returned and why. This is not to say an entire street can’t be delivered, this is a house-to-house determination. If driving curbside, we do not recommend any interior lights on while in motion. Once you return to the office always inform the supervisor again, present the mail and request PS Form 1571 delayed mail report, make sure you get a copy and it’s signed by supervision. Do not just choose to bring back mail and say unsafe, be prepared to explain each address. Management’s main concern is getting the mail delivered, that’s all. We must be aware of the safety factors you simply will not be given guidance from management on this. Daylight Savings time is 11/5/23 through 3/12/23. Always remember their bad day is not yours, they also have a responsibility to follow the rules. **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, November 15th @ 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, November 8th @ 7:30 and 8pm** respectively.

**Turkey Give Away**

Assistant Treasurer **Jim Comuso** has once again donated a turkey

in memory of former trustee chairman Jack Bittner. Come out

to the **November 15th** meeting for a chance to win!

**Attendance Prize Now at $225**

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, October 18th, Marcus Stuart**, a member out of the Gibbstown 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**

Veterans Day is November 11, and I want to thank all the Veterans of our great branch for their service. Congratulations to all the Officers and Stewards who were nominated at our October branch meeting without opposition and declared elected to their respective positions for the 2024-27 term. Also, please remember to thank your steward. Our stewards are second to none and work countless hours fighting to defend your rights. Over here at the Camden, aka Hell Hole-Shit Hole, Annex management has decided to harass and intimidate one of our members who happens to be pregnant. Can you believe the minions are harassing this young woman about being out of uniform because she wears clothes that are comfortable for her. Hello, is there anyone in there!!! For crying out loud she has a baby growing inside her! She has filed a complaint with the EEO Commission and a few other complaints that I will not mention at this time. Unfortunately, things will never change here until this building is condemned and knocked down for the **filthy, unfit shit hole that it is!** On a more positive note. I want to wish all our members and their families a Happy Thanksgiving. Save the date for the branch 2024 Retiree and Award Banquet to be held on April 13 from 7pm-11pm at the Elizabeth Ballroom located in Gloucester City 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. Hope all's well. So Open Season is upon us. It runs from Monday November 13, through Monday December 11. Go to opm.gov to compare all medical, dental, vision, and flexible spending accounts. Don't miss your opportunity if you want to make any changes. After open season only qualifying life events will allow you to make changes. Do yourself a favor look very closely to our own NALC Health Benefit Plan. We as a Union own it. It is a nonprofit insurance underwritten by Cigna. This affords us to offer the absolute best premium rates, low out of pocket costs, extensive coverage, and a huge network of providers and facilities. Go to nalchbp.org to see this year’s rates, and brochures. Also, retirees if you have Medicare part A & B, and have NALC High Option you are able to opt into the new NALC Aetna Medicare Advantage Insurance coverage. You can switch to nalc high option during open season, then later make the switch to Aetna. Doing this Aetna becomes the primary insurance coverage for you and reduces your Medicare part B premium by $75 per month. I made the switch last year, and absolutely love it. Give me a call if you have any questions about it. Don't forget to send me your receipt for optical expenses by Dec 31st. Every member of Branch 908 is entitled to one per year $20 reimbursement for optical expenses. Just send me a paper copy of your receipt with your name, address, and office/retired to George Greenwood, 1083 Chews Landing Rd., Laurel Springs NJ 08021. Any questions on any of the above always feel free to give me a call at 856-304-8665. Take care folks and have a great Thanksgiving. Hope to see you all again real soon. Don't hesitate to give me a call**...856-304-8665...**Be safe all. **- George Greenwood, HBO**

**Ozzie’s Corner**

At October 18th's Meeting I presented a list of important H.R. bills that the NALC is continuing to make a top priority in this 118th Congressional term. I discussed what the bills were, who sponsored the bills and how many total cosponsors are represented on each of them. At November's General Meeting, I will touch on The Senate side. The Social Security Fairness Act has a Senate Version bill, S. 597. The bill was sponsored by Sen. Sherrod Brown(D-OH) on March 1st of this year. Like the house version of this bill, the senate version is to repeal The Government Pension Offset (GPO) and The Windfall Elimination Provision (WEP). Currently, there are 46 Cosponsors on this legislation (36 D, 7 R and 3 I). Another important senate bill we are fighting for is S.131(Improving Access to Workers' Compensation Act Of 2023). Under the federal workers' compensation program, only physicians can treat and sign all paperwork for the patient. The bill would include different levels of medical staff such as nurse practitioners and physician assistants the ability to treat the patient. S. 131 currently has just 2 cosponsors on the bill, however this congressional term doesn't end until December 2024. To get the most updated information on co-sponsorship of bills visit: [congress.gov](http://congress.gov). On October 19th, The Federal Retirement Fairness Act(H.R. 5995) was reintroduced in The House. 4 Reps: Don Bacon(R-NE), Gerry Connolly(D-VA), Derek Kilmer(D-WA) and David Valadao(R-CA) brought this bill on The House Floor. Many of our City Letter Carriers started off as non-career employees. If passed into law, the non-career time would be counted towards the member's total years of service when that employee is ready to retire. S.597 and H.R. 5995 are 2 examples that show we have support bipartisan and even in some cases, tri-partisan. LCPF supports the federal legislators who support us, no matter what party affiliation. PERIOD. Finally, I want to thank Chuck Foley, Ronald Iuliucci and Shawn McBride for contributing to LCPF this month. My phone number is (856) 220-8658 **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 deductable 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.)*

**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 25-17–Week 2 (Dec. 2, 2023) and ends Pay Period 01-18–Week 1 (Dec. 29, 2023).

**Nominated Without Opposition & Declared Elected**

The following Branch Officers and Shop Stewards were nominated without opposition and declared Elected to their respective positions for the 2024 – 2026 year term of Office:

**Branch Officers Shop Stewards**

**President Gary DiGiacomo Atco Jason Dempster**

**EVP Shawn McBride Camden Annex Mike Powell**

**Vice President Mike Powell Gibbstown Walt Grosnik**

**Recording Secretary April Litty Hammonton Frank Ingemi**

**Treasurer Tom Barnett Pennsville Ryan Schmidt**

**Asst. Treasurer James Comuso Sewell Allen Muff**

**Financial Secretary Steve Lipski Somerdale Jim Boyle**

**Asst. Recording Sec. Mike Graff Swedesboro Dave Jacobs**

**Trustee Chairman James Boyle Vorhees Jim Powers**

**Health Benefits George Greenwood Williamstown Jeff Ferry**

**Housing Chairman Steve Elias**

**Sgt At Arms Phil Haas**

**LCPF Ozzie Lecky**

**Secret Mail Ballot Election Will Be Held for the Following Positions**

**Trustees (4)**

**Jason Dempster Pete DeSimone Jim Glielmi**

**Frank Ingemi Allen Muff**

**Convention Delegates (18 to be compensated)**

**Ozzie Lecky, Mike Graff, Ryan Schmidt, Shawn McBride, Mike Powell, April Litty. Tom Barnett, Jim Comuso,**

**Steve Lipski, Jim Boyle, Pete DeSimone, Allen Muff,**

**Jason Dempster, Frank Ingemi, George Greenwood,**

**Phil Haas, Steve Elias, Gary DiGiacomo, Jim Livingston**

**Jim Glielmi**

**Blackwood Shop Steward**

**Harry Bell Greg Johnson**

**Woodbury Shop Steward (3)**

**Shawn McBride, Mike Graff, Jim Comuso, John Phy**

**Mailing and Return of Branch Election Ballots**

 The Branch Election Committee will mail branch election ballots out on **Thursday, November 9th** for completion and return to the Election Committee by **Saturday, December 9th**. The Election Committee, at the regular monthly meeting of the Branch on **Wednesday, December 20th,** will announce the results of the election. Any eligible member who has not received an election ballot, or is missing any part of the ballot, should contact the Branch Election Committee Chairperson, **Joe Foreman** at **(856)784-3341**.The Election Committee will begin counting the ballots on **Wednesday, Dec. 13th** at **8pm** at the Union Hall. Candidates are welcome to observe.

**Non-Union Members**

**Jessica Hall-Bridgeton, Tyrone Johnson-Riverton, Mark Robinson-Swedesboro, Walter Lyons-Hammonton, Luis Luna-Williamstown, Nicole West-Stratford, Dawayne Sanders-Williamstown, Paul Heil-Woodbury, Lawarence Trimmer-Woodbury, Mark Robinson-Swedesboro**

**Kid’s Christmas Party**

**Sunday December 10th, 12-3pm.** For members and their families. There will be food, beverages, crafts, and a visit with Santa who will be bringing each child an American made toy. If anyone would like to help decorate the hall for the party, we will be doing that on Sunday November 26. Contact April Litty for more info **856-885-1451.**