

**908 News**  
NALC Branch 908  
AFL-CIO  
PO Box 1223  
Blackwood, NJ  
08012

## Bill Revak Branch 908 South Jersey Letter Carriers

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### Presidents Report

We just had our annual retiree's banquet, and for those who attended, enjoyed a great evening of food, drinks and music honoring this year's retirees. We were privileged to have our National Business Agent, **Brian Thompson**, along with his RAA's, **Steve Wiley** and **Leo Zachwieja** in attendance. We also had our National President, **Brian Renfroe**, take time out of his busy schedule to be there to honor our retirees for the second straight year. We also had our freshman Congressman from the 3<sup>rd</sup> district, **Herb Conway**, who stayed the entire night to meet and greet those in attendance. We also had representatives from our other two districts as well. We honored our own brother, **Anthony Scardino**, out of our Stratford office, as our NALC hero of the year for his helping to save the life of one of his patrons. Way to go Tony!

Speaking of awards, thanks go out to the management in the Deptford Installation, specifically, **Postmaster Ron Townsend**, who put together a million-mile award ceremony for four of our Deptford Carriers. Congratulations to **Bob Meloni, Chad Rusk, Sean Hethcote and Barry Flood**, for 30 years plus without an accident. They even made the local channel 6 news that day. Great job men, it shows your commitment to doing the job safely and efficiently for your last 30 years.

Next, as everyone should know by now, the new pay rate began April 19<sup>th</sup>. You can now start to see your higher rate of pay in your next pay. The retroactive pay date has yet to be announced, but I am hearing it should be sometime in August, as everyone is patiently waiting, but as soon as I hear a definite date, I will let everyone know. Hopefully, it will be sooner rather than later.

Next, we have been getting a lot of questions on the new overtime desired lists (ODL) that will be implemented next quarter, July 1<sup>st</sup>. To make it as simple as I can, I will list the new list structure.

1. ODL for employees desiring to work up to 12 hours a day on their regularly scheduled days only.
2. An ODL for employees desiring to work 8 hours per day on their non-scheduled days.
3. Employees who wish to work up to 12 hours per day on their regular and non-scheduled days may sign both lists.
4. Work assignment list stays the same, where employees who want to work overtime only on their own assignment on their regular scheduled days.
5. There will **no longer be a 10-hour list**.
6. There will also be a section where ODL carriers may volunteer to **exceed the (12) hour and (60) weekly hours** in a service week. Those who work beyond 12 hours a day and 60 hours in a week will receive **double time and a half** for those hours.

I hope this explains the new lists, but if not please feel free to contact me or any steward. There are some other items, that I will be happy to discuss at our meeting or by phone if you need more clarification.

Next, we are also being asked when all these new provisions from our new agreement will start. The agreement states they have 180 days to implement the new changes, so as they become active, I will let you know. I can say the provision in **Article 16.7**, that deals with carriers placed on **Emergency**

**Placement**, has been modified to allow employees placed in an off-duty status the option to utilize their accrued annual leave during this period. This new provision is active now, so if you find yourself in this position, please see your steward if you wish to invoke this new rule while you await your grievance decision.

Next, the branch held our 2<sup>nd</sup> CCA and PTF night on April 1<sup>st</sup>, thanks to the hard work of **Brother Ozzie Lecky** who organized this year's training. Those 40 attendees got a lot of information to take home with them. All branch officers and stewards were also in attendance to greet those new CCA's, so they now know who their representatives are. This is a job that takes a long time to learn, so I hope those who came will take a look at all the information **EVP Shawn McBride** put together nicely in a folder. As **VP Mike Powell** reiterated during his presentation, we are here for you and always have your back. Please don't hesitate to reach out to anyone in this branch for any reason. What I want to emphasize to you is to please reach out to a steward or officer if you ever have questions about your job. I know some managers would lead you to believe they have your best interest when things happen, but trust me when I say, you may not be doing yourself a favor by bypassing the union first. If your manager ever tells you that you don't need a steward, your antenna should go up right away. Ask to see a steward before you answer any question that may lead to possible discipline. Remember, if you don't know your rights, then you don't have any!

Lastly, by the time you get this newsletter, the Food Drive will have been completed. We got all our cards and bags this year, so I am hoping to report at this month's meeting a huge success. Thanks again, for all your help and cooperation in this most important endeavor we do each year. Hope to see everyone at this month's meeting.

Gary DiGiacomo – President

### Let's Talk About Something New And Something Old

I'll start with the new, as we all know by now we have a new tentative agreement. With that we have some new work rules that are quite different to anything we have had in the past. I won't get into it all just figured would start the dialogue about the new rules with the overtime list. **Section 5. Overtime Assignments Article 8.5.A** was modified to create new ODLs, one for employees desiring to work up to 12 hours per day on their regularly scheduled days only and one for employees desiring to work only overtime for eight hours per day on their non-scheduled days. Employees may sign both lists and are eligible to work up to 12 hours per day on their regularly scheduled days and their non-scheduled days. Employees are no longer able to indicate a preference to work in excess of 10 hours on a scheduled day. Additionally, Section 5.G.3 has been created to provide a new opportunity for ODL carriers to volunteer to exceed twelve (12) hours of work in a day or sixty (60) hours of work in a service. ODL carriers cannot be forced to work beyond the applicable work hour limits (pursuant to Section 8.2.D) and receive protection from discipline for terminating their tour when those limits are reached; however, under this new provision they may

choose to volunteer to work beyond the work limits. There will be Memorandums of Understandings A.K.A (MOU) to explain in further detail. More simple terms in order to continue working on a similar list to the old 12-hour ODL, you will need to sign both lists the up to 12 hours a day and the 8 hours on your drop day. Along with that if you desire to work beyond 12 hours on any given day. You will have the ability if you are on the ODL to volunteer on a daily basis by signing a slip giving permission to management to work beyond 12 hours for the individual day, this will not carry over to use the following day or days. In order to work again beyond 12 hours on a given day it will require the employee to sign the slip each and every day work is available for over 12 hours. Come to our general membership meeting and ask us questions, if you have any concerns, we will be more than happy to take the time to explain in more detail we like hearing from you. Now onto the old, Politics, no this is not a rant about any party. This is about your retirement benefits that the reconciliation process is pushing to cut our benefits. Please read Ozzy Lecky's article, I'm sure he will explain that in more detail. What I want to speak on is the branch sent four officers (President **Gary DiGiacomo**, Executive Vice President **Shawn McBride**, Assistant Recording Secretary **Allen Muff**, and Letter Carrier Political Fund organizer **Ozzy Lecky**) to Washington D.C. for a Congressional Conference with the State Association. We are very fortunate that in our state we have full support from our congressmen and senators. Nevertheless, we took the time to visit every representative from South Jersey just to sit and go over this issue to make sure they won't support this budget proposal. Let's hope they stay true to their word which was they won't support it. We took the time to sit with both sides of the aisle; this is vital to have relationships with both parties, that's why I started this by saying this is not a rant on either party. Please, whenever called on to take action online to remind our representatives not to support this budget, this only takes less than a minute your steward can provide you with the link to do it we also post it on our **Facebook** page as well **Branch 908** if you haven't yet, please join the group. I want to thank **Ozzy Lecky** for leading us through the capital building getting us where we needed to go to, and for his relentless efforts in building relationships with all our political leaders in our state, **Ozzy** you are the man I can't thank you enough for all you do. Hope to see you all at the General Membership Meeting. Always remember their bad days are not yours, they also have a responsibility to follow the rules. **Stay Strong, Strength in Numbers. Feel free to reach out to me if you have any questions.** Executive Vice President **Shawn McBride (856)649-9317**

### Comments From the VP

I would like to congratulate all our retirees who were honored at our Annual Retiree and Award Banquet held at Elizabeth's Ballroom in Gloucester City on April 12. Those retirees in attendance were **Chuck Greene (Deptford)**, **John Kuruc (Deptford)**, **Jeanette Vollmer (Deptford)**, **Leroy Huster (Deptford)**, **Jim Costello (Riverton)**, **Rodel Pagaduan (Stratford)**. Those retirees not in attendance were **Anne Adair**, **Valery Apartin**, **Eugene Curry**, **Gary Harter**, **Robert Holler**, **David King**, **William King**, **Tina Lofton**, **John McLeer**, **MaryEllen McGuire**, **Dawn Pezzano**, and **Glenn Strunk**. Also in attendance was National President **Brian Renfro**, Business Agent **Brian Thompson** along with his assistants **Leo Z** and **Steve Wiley**. A big thank you to **Congressman Conaway** for taking time out of his busy schedule to not only attend our Banquet, but to personally make a point of going to every table and conversing and taking photos with all our members. It was truly an honor. I would like to thank the following members, **Phil Haas** and **Pete DeSimone**, for working the front door, **April Litty**, **Jason Dempster** and the MDA team, for selling tickets for the 50/50 drawing. **Shawn McBride**, **Gary** and **Nancy DiGiacomo** for their help setting up. A great big thank you to **Joe Townsend** for taking hundreds of pictures and **DJ Jake (the Snake) Evison** for a great job with the tunes and **Ozzie Lecky** for the benediction. Also, a big thank you to all the members who donated door prizes. Next year the banquet will be held on April 13, so be sure to save the date!! Check out our branch website, to see pictures of the banquet. It is important to remember, when you do retire, you must sign form 1189 to remain a member of the NALC. Form 1189 authorizes the (OPM) Office of Personnel Management to deduct union dues from your annuity. Branch 908 dues for a retiree are \$12 for the year. Don't throw any old uniforms away!! If any retiree or member has any uniforms, please feel free to drop them off at any union meeting. I want to encourage all our active members, retired members and CCAs to

try to attend our monthly meetings. **Knowledge is Power!** 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. 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 1or 908vp@comcast.net. Proud to be Union.**

**Mike Powell – Vice President**

### Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, May 21st @ 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, May 14th @ 7:30 and 8pm** respectively.

### Attendance Prize Now at \$125

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, April 17<sup>th</sup>**, **James Haydak**, a retiree out of the Bridgeton Office, would have been the recipient of the **\$100** attendance prize. The prize now increases to **\$125** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

### Ozzie's Corner

In April's newsletter article, I mentioned that the current administration is not a fan of unions. To prove this fact, there is another unique group of individuals that work for the government and belong to a union. The group I'm referring to is called the **AFGE** (American Federation of Government Employees). AFGE represents 820,000 federal and D.C. government workers nationwide and globally. Some of the agencies under The AFGE include The Department of Veterans Affairs and The Social Security Administration (2 agencies our NALC members heavily rely on for questions/answers and personal information). From Day 1, President Trump signed many Executive Orders targeting federal workers and The AFGE was in the "square middle" of the president's wrath shown in the following timeline of events. On February 13, 2025, President Trump and Elon Musk (The Head Of DOGE, Department of Government Efficiency) ordered all "agency department leaders" terminate all or most of the probationary employees. AFGE President Everett Kelley echoed this decision in a clear statement, "These firings are not about poor performance-there is no evidence these employees were anything but dedicated public servants. They are about power. They are about gutting the federal government, silencing workers, and forcing agencies into submission to a radical agenda that prioritizes cronyism over competence". Some of these men and women who applied for these jobs and eventually got hired, wanted to be a part of a family that would stand up for workers' rights. They wanted to be a part of The Union! Some of these hard-working folks wanted to truly make a difference in helping people. In some cases, the people working in these positions wanted these jobs for financial sustainability (including the pay and retirement). **NONE OF THESE ARE BAD REASONS!!** Either way, these people didn't deserve to be "pink-slipped" without just cause! The grossly understaffed Department of Veterans Affairs slashed 1,000 probationary employees. Think about it, some of these men and women are actual Veterans, these men and women sacrificed their bravery to serve and protect our country!! Is that Okay? Clearly the response from The VA Secretary Doug Collins thought it was Okay. Collins and I quote said, "This was the right call to better support the veterans". **YOU HAVE TO BE F##KING KIDDING ME?** Immediately 6 Days later (February 19, 2025), The AFGE and 3 other unions (Including 1 local AFGE Branch) filed a lawsuit against The U.S. Office Of Personnel Management (OPM). The plaintiffs wanted to question OPM's abrupt decision on why the probationary workers were let go. The terminations under each agency came from the direct instruction of guess who. Yes, OPM. Among the issues in the lawsuit, the plaintiffs believe the firings were violated under federal law. One key piece of legislation that was a supportive argument for the filed groups was The

Administrative Procedure Act(APA). Established in 1946, The APA sets the policies for how agencies operate and makes sure their actions can be challenged in court. To further support this case, Congress(Not the President of The United States or OPM) has the authority to control the spending of each agency and federal employment. The union's final stance was to ask for a "cease and desist" through an injunction to stop future terminations. Also, they wanted all the terminated employees to be brought back to work. On February 27, 2025, Judge William Alsup of the Northern District Of California ruled in favor of AFGE and the 3 other parties. Judge Alsup said," The Office Of Personnel Management does not have any authority whatsoever under any statute in the history of the universe to hire and fire employees at another agency". To prove this, on March 13th another big win came!! Judge Alsup ordered immediate reinstatement of the thousands of probationary employees who were illegally terminated in these agencies to return back to work. Also, in a separate case in a Maryland District court, a judge ordered the stop of RIF's immediately under the policy governing layoffs (Reduction in Force). The AFGE and the other parties involved have shown me another side that no matter what happens to your membership (even if these members are working for less than a year, 90 days, etc.), we must continue to fight! No matter who! No Matter what! Contractually or legally!! We Have a model example in a fellow government union!

Speaking of our members, On April 1st we had our CCA/PTF Night. We had approximately 37 CCA's and PTF's in attendance. I want to thank the following participants in making our night a success: **Jim Comuso, Pete DeSimone, Gary DiGiacomo, Steve Elias, Phil Haas, Jason Dempster and Frank Ingemi.** Also, I want to give a special thank you to our presenters: **Mike Powell, Shawn McBride, and April Litty.** The early feedback was that everyone I talked to enjoyed the meeting and they thought it was very informative.

In Other news, The New Jersey Primary Election is June 10th with a full slate of candidates vying for the top spot in New Jersey (The Governor). I will discuss all the leading candidates at May 21st's General Meeting.

Finally, I want to thank this month's LCPF Contributors: (Transfer Adjustment), **Josh Betts, Xavier Castro, Shane Coleman, Phil Eller, Shawn Foster, Herb Nuss Jr., and Kayla Tenorio.** My phone number is **(856) 220-8658** to reach me for any matters in our branch (Active and Retirees).

In Solidarity, **Ozzie Lecky, LCPF 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.)*

management shall complete a special route inspection for Mantua 8 pursuant to M-01982 as expeditiously as possible.

## **Mother Jones**

Mary Harris “Mother” Jones was born sometime in the 1830’s in Ireland. In her early twenties she worked as a dressmaker in Chicago and then in Memphis, where she met and married George Jones. In 1867 Mary lost her husband and all four children to yellow fever. She moved back to Chicago where she opened her own dressmaking shop, which she lost in the Great Chicago Fire of 1871. She began traveling across the country in support of workers’ struggles. Mary worked with the American Railway Union, who started referring to her as Mother. After assisting 9,000 striking miners in Pittsburgh, she became “Mother Jones” to millions of working men and women across the country. Wherever coal miners, steel workers, or textile workers were trying to unionize Mother Jones was probably there. For her efforts she was banished from more towns and held in more jails in more states than any other union leader of the time. She testified before Congress about the National Guard opening fire on a camp of striking miners and their families. In 1903 to protest child labor Mary led a Children’s march from the mills in Philadelphia to President Theodore Roosevelt’s home in Long Island. They carried signs that read “We want to go to school and not to the mines.” Mother Jones was once labeled “the most dangerous woman in America” because of her success organizing unions and strikes to fight for the rights of working people. Happy Mother’s Day to all you moms and to all those working hard to make a child’s life better.

**April Litty-Recording Secretary**

## **PTF/CCA Corner**

Each month we would like to take a few minutes and go over some talking points for PTFs/CCA’s. It is so important to help you folks understand your rights; this is a great forum to do this in. We encourage you to please send us your input and any future questions we can list them and give answers to help you all. Below are new provisions from the National Agreement we just were awarded in arbitration for PTFs/CCA’s.

**Article 8 Article 8.3** – All Part-Time Flexible and City Carrier Assistant employees will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned nonscheduled day by the Wednesday preceding the service week.

**MOU Re: CCA Advanced Annual Leave** – A new MOU that states upon completion of an initial 360-day appointment as a City Carrier Assistant, and immediately upon reappointment to any subsequent appointments, CCAs will be advanced forty (40) hours of annual leave. Upon implementation, CCAs will receive annual leave prorated to the end of their 360-day term.

**MOU Re: PTF Advanced Annual Leave** – A new MOU that states forty (40) hours of annual leave will be advanced to PTF employees, prorated to the end of the leave year for their first leave year as a PTF, and annually thereafter, unless and until the employee converts to full-time status.

**Article 11.7. Holiday Part-Time Employee** – Modified to update the pay calculation for PTFs to reflect the addition of the Juneteenth holiday. Since PTFs do not receive holiday pay perse, Article 11.7 provides that the holiday pays regular carriers receive is built into the regular hourly rate for PTFs. The new calculation provides that PTFs will be compensated for the eleven (11) holidays by basing the employee’s regular straight time hourly rate on the employee’s annual rate divided by 1,992 hours. This calculation has been already in effect since 2022, this contractual change simply updates the language.

**Article 12.5.C.8** - Article 12.5.C.8, which contains the provisions regarding the involuntarily reassignment of PTF city letter carriers, has been deleted.

**MOU Re: Full-time Regular Opportunities** – City Letter Carrier Craft (M-01824, M-01834, M-01856 and M-01876) – This MOU outlines the process for filling full-time opportunities through the conversion of PTFs to full-time, the conversion of CCAs to full-time regular career status, and the acceptance of voluntary transfer requests. In addition to date changes, the new language addresses several issues which arose during the 2019 National Agreement. CCAs converted to PTF, in accordance with the MOU Re: City Carrier Assistants – Conversion to Career Status, will count as conversions to full-time when determining the ratio in item 3 of the MOU. Career letter carriers, as well as other bargaining unit employees, may be accepted for transfer under item 3 in offices with PTFs on the rolls; however, the transfer would report as a PTF. PTFs who transferred under item 2 will be granted retreat rights before the PTF(s) within an installation are converted to full-time under item 1 unless the PTF(s) with retreat rights has less seniority than the PTF(s) in the installation. When full-time city letter carriers are on LWOP for 13 consecutive pay periods, an on-the-rolls-but-not-available (ORNA) assignment must be created and filled under the MOU. Only one ORNA assignment will be created for each city letter carrier on extended LWOP. When a former career employee is reinstated, meaning they leave the Postal Service and are rehired in accordance with Section 233.33 of Handbook EL-312, Employment and Placement, in an office with PTFs on the rolls, they are reinstated as a PTF.

**MOU Re: City Carrier Assistants – Conversion to Career Status** – This MOU, continued for the life of the 2023 National Agreement, requires CCAs to be converted to PTF upon reaching 24 months of relative standing. In the MOU included in the 2019 National Agreement, CCAs converted to PTF were counted as full-time regular city letter carriers when applying the provisions of Article 7.1.C.1 and Article 7.1.C.2. Since Article 7 has been amended to include all career city letter carriers, this language is not necessary and has been removed from the MOU.



### Branch Scholarship Drawing

We will be drawing the winner of this year's Branch Scholarship at the regular monthly meeting on May 21st. The winner of the scholarship will receive a fund of \$2,000.00 (\$500 a year for four years). Applications are available at every monthly meeting, on the Branch website, or you can contact Trustee **Allen Muff 856-723-7434** or **David Jonczak. 856-912-0519**. All previous winners that receive scholarship payments must submit any updated information to Allen by the May meeting. This would include where the students will be attending in the fall semester. Remember all winners must be full-time students. If you have any questions, contact **Allen** or **David**.

### Branch Picnic

The Annual Branch picnic at Clementon Park and Splash World will be held on **Sunday, September 7<sup>th</sup>**. Tickets are \$25 and include amusement and water parks and free parking. The buffet includes hamburgers, hot dogs, wings, hoagie tray, soda, and beer. (children 36" and under are free) All tickets must be bought in advance; there will be **No Tickets Sold at the Gate**. **All tickets must be purchased by August 16, 2025 – no exception!** Tickets can be purchased by **check or money order only, no cash**, at the regular monthly meeting of the Branch or from a Branch Officer or your Shop Steward. You can also mail a self-addressed stamped envelope with a check or money order made out to "Branch 908" to Phil Haas, 112 Park Ave., Gloucester, NJ 08030. Contact **Phil Haas** with any questions or for more info: **609-868-3285**.

### MDA Raffle

Tickets are on sale for the MDA raffle. First prize is a PS5 Digital Edition with NBA 2K25 Bundle, Second place \$200 gift card, third place \$100 gift card. The Drawing will be held at the June 18th regular monthly meeting. Tickets are \$5 and are available through your shop steward or you can call/text **Jason Dempster 856-503-5007**.

All proceeds benefit the Muscular Dystrophy Association.

### Hops for Hope

Save the date! This year Hops for Hope will be on Sunday October 12<sup>th</sup> from 1-4pm at the Double Nickel Brewery in Pennsauken. There will be drinks, food, door prizes, silent auction, and a cornhole tournament. Tickets go on sale soon.

### Easter Ham

Congratulations to **Denise Zanes**, of the Pennsville office, for winning the ham at the April meeting. Thank you to **Joe Foreman**, retiree out of Marlton, for donating the ham in honor of **Norm Task**.

To share any questions, comments, original artwork, or photographs send to [aprillitty@gmail.com](mailto:aprillitty@gmail.com)  
Check us out online [www.nalcbranch908.com](http://www.nalcbranch908.com)  
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[www.nalc.org](http://www.nalc.org) is the National website.



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