

**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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**June 2025**

#### **Presidents Report**

This will be our last newsletter until September, but I can guarantee everyone this summer will be a very active one considering what is going on in Congress with regard to our jobs and the future of the postal service. In July, we will be starting a new regime with a new PMG. His name is David Steiner, and he comes right from our competitor, FedEx's board of directors, as CEO of Waste Management, and a proven union buster. If you want more information on his way of slashing union jobs, just do a google search. Hopefully, he will not get this appointment, but this looks bad for us if he is allowed to come in here and do his job slashing method. Please keep up to date with your NALC app, where we will be asked to take action throughout the summer. Also, as I am writing this month's article, we have just found out that the 2 of the 3 issues we have been fighting to keep out of this year's budget reconciliation package, the high-five salary average (instead of the high-three) and the 4.4% across the board increases, have been removed. However, the FERS special annuity supplement, which is a crucial benefit for those FERS covered employees who wish to retire before age 62 did pass in the House including that in the resolution. It now goes to the Senate for their consideration, where we will have to fight like hell to keep them from including that in their bill. Please go to the NALC website to take action and tell our Senators and their friends to not include this harmful legislation when it comes up for a vote.

For some positive news, for the first time in two years, I can now start printing our COLA raises, since our contract was finalized and all adjustments have been made. The 1st COLA, which is actually our 5<sup>th</sup> of the 7 we will be receiving, under the current terms, stands at **\$457.00**, with 3 months to go. The next COLA raise will be payable in September, after the release of the August CPI. Retirees so far are at **1.8%**.

Next, the new provisions left open in the contract are set to take effect on July 1, 2025. 1. There will be new overtime lists everyone will have to sign up for unless you were only on the work assignment list, in that case you won't have to do anything. Your stewards will explain how the new list will work, as we will go over it at our next meeting. From my perspective, this new additional list may definitely cause some issues as we try to enforce it. Time will tell, but this new list of just working your own route on your non-scheduled day will definitely be an issue as I see. 2. The 40-hour annual leave advancement to PTF's and CCA's will be prorated to the end of the year and subsequently will begin each leave year until such time they either become a regular or convert to a PTF. 3. The next one is the one I see being violated regularly and that is the new mentoring program for newly hired CCA's. I will not go into detail here, but this new program, which I believe can work if the local managers buy into it, will definitely make learning this job and keeping new CCA's around for the long haul. The problem I see here is that managers are not willing to take the time to make this work, which will once again lead to many grievances. I hope they make me eat my words but knowing this company for as long I have been around, I don't see it being successful. Prove me wrong boys and girls!

Those are some of the important modifications of this new agreement, so check the NALC website for the full agreement that explains everything in more detail.

Next, we are in the midst of local negotiations, which for you newer employees, are the local rules that you go by in your individual office. For many of you, this is your first time negotiating a LMOU, but for most of you, your LMOU is in great shape from the previous rounds. Most offices won't see much difference, unless there were items that were not included in the last round. Some local managers are trying to reduce their number of carriers off in prime-time and non-prime time, but as I look at most locals, I believe they should be looking to give us more carriers off since they have plenty of bodies to cover absences. We have CCA's in many offices who are constantly being sent to other offices for hours, so by giving more carriers off, we can keep them in their home offices more frequently. Hopefully, they change their tune with this idea, or we will go for more off.

Next, we have another food drive in the books. I want to thank everyone for doing their share to help out this year. It looks like we got over **280,000 pounds** of food this year, surpassing last year's number by about 12 thousand pounds. Great job everyone!

Just a reminder to everyone, management is really starting to scrutinize their stationary events reports, and the seatbelt exception reports. I have been made aware that some managers are saying the NALC has accepted these reports as accurate and factual. That is nothing but **BS!** They are constantly questioning carriers as to why they are having these events show up on their routes. Please don't get into a discussion with them. You are on the street working and doing your job professionally. The only way these reports can be used is with actual street observance to corroborate what these reports are showing. Just so you know, we have had management accuse a carrier of not having his seatbelt engaged, but when the investigation was done, it showed the vehicle was never in service that day! Please be smart when you are out there, they are just looking to put you out on EP. If you are ever in a situation like this, please ask to see your steward ASAP.

Also, it appears management is bringing back their "**welcome back**" to work discussion again by bringing carriers in the office and trying to get them to sign a **return-to-work checklist**. Once again, please **do not sign** this sheet, you are **not required** or cannot be ordered to. If you are not sure what to do ask for a steward immediately.

Also, please keep in your prayers brother **Mike Calise's** family, president of Branch 903 Cape Atlantic, who passed away suddenly last month at the young age of 66. Rest in Peace brother.

Please have a safe summer and remember to stay hydrated at all times. Your office should be supplying you with water or a place to fill up your water bottles. Hope to see everyone at our shrimp and wings fest this month, if not, we will be back at it in September.

**Gary DiGiacomo – President**

#### **EVP FYI: Summer is Here Along With Prime-Time**

I would like to start off saying as I do every year by wishing everyone a great summer, the newsletter will not come out over the next two months. Please try to come out for our last general meeting on **June 18<sup>th</sup>**. This is a nice time to come out get some great information, perhaps purchase a raffle ticket for the opportunity to win one of three prizes with each raffle you buy. For a 5-dollar purchase of a raffle ticket you have the opportunity to win first place **2025 PlayStation with NBA 25K**, second place **200.00-dollar gift card**, and third place **100.00 gift card**. All profits go to **MDA**, a great cause and fundraiser, see your steward or reach out to any of our officers to get your raffle. There is still

time we will sell right up to the time of the drawing at the general membership meeting this month Trustee **Jason Dempster** and **April Litty** do a great job coordinating this fundraiser. As far as the summer goes, I hope you all enjoy it and take time to relax and enjoy the summer. Family and friends are important to help you focus on the real important things in life. Management will be asking a lot from us as usual during Prime-Time. Please be aware of what they are asking of you, if you are a Full-Time carrier and not on the OTDL then notify management if you feel that you can't do a pivot. Once you notify management if they still instruct you to do the pivot that can't be done in 8 hours, then please notify your steward so they can file an article 8 violation grievance if you work more than 8 hours with the pivot. For all carriers, we are starting into prime-time season now. The term pivot will be used daily I'm sure, it is your responsibility to determine your day, work safe and be mindful of the heat. You are not obligated to run around just to make their made-up times. Management cannot set your pace; know your rights, the rules are there to protect you not them. Please notify your Shop Steward if you need any guidance in dealing with pivots. We have great Stewards they are prepared to fight this if it occurs. Please be mindful of the heat and take breaks as needed to cool down if feeling fatigued. **OSHA** has a **Heat Index App**; it gives you the **Feels Like-Precautions** to record on your PS Form 3996. This is a great tool to utilize in the heat, also shows why you could need to take extra breaks depending on how you feel in the heat. This is available on all your App stores in your phones, and the App is free to download and use. When you are approached to do a pivot, please be mindful that there is much more than being given a relay for example. When this occurs the carrier also now inherits the travel time to and from your assignment, as well as time to prepare the relay prior to delivering it. A discussion must occur when approached for a pivot. Management is responsible for uncompensated work for the carrier. Meaning if management says you have a 15 minute pivot and that is say 1 relay which delivery time alone takes approximately 15 minutes, then they did not calculate the travel to and from your route and time to gather the relay, that is an attempt to get the carrier to perform uncompensated work, or failure to record these times on the **PS Form 3996** for the pivot. This is their responsibility, if they don't provide you with all the information then the **FLSA (Fair Labor Standards Act)** makes this an illegal act, which the **WHD (Wage and Hourly Division)** at the **Labor Board** would be very interested in being made aware of these violations. The attempt is to make the carrier work for free or not fully compensate the carrier, they are most likely using their **PET (Performance Engagement Tool)** or the new name **Auto Pivot** whatever word they want to use doesn't matter to me, which is designed to create all this. But the **FLSA** protects you too, not just provides breaks and lunches, it protects the employee from being expected to perform uncompensated work. If you experience any of these issues, don't be fearful of filling out **PS Form 3996** for a Pivot and contact the office to make them aware of the time it took you to do the pivot. Don't be fearful of putting explanations such as the heat and possible need for more breaks, your travel time to and from plus time to prepare the relay prior to delivering the pivot. If you are given and expected to perform a pivot, please keep track of all these times and record them yourself on the **PS Form 3996**, to justify your time to perform the work and be totally compensated for it as well. Please notify your steward if this is occurring in your office. You will never be fired for fulfilling your reporting obligations and doing your job. These are all tips to deescalate stress and not to create more stress in the job. Dealing with the heat and long hours of the summer days is taxing enough, you do not need extra stress, so it's best to limit the amount of stress as much as possible. I really hope we pack the house for the June meeting; it's our last one until September. I look forward to seeing as many people as possible and will be available for any questions you may have. 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 want to wish all our active and retired carriers and their families a happy, fun-filled, and safe summer. I also want to give all our stewards a big **Thank You!!** for doing a great job representing our members. As summer approaches, it is important to consider several methods for protecting your skin while working outdoors. One of the most effective measures is to wear appropriate protective clothing. Consider the sun's rays as arrows directed at your skin; without suitable protection, you are vulnerable.

However, with proper equipment, such as clothing, these harmful rays can be deflected. A useful mnemonic to remember is **"Slip, Slop, Slap, and Wrap"**: Slip on a shirt, Slop on sunscreen, Slap on a hat, Wrap on sunglasses. When selecting sunscreen, base your choice on its sun protection factor (SPF) rather than brand name or scent. The SPF number indicates the level of defense against UV rays. It is recommended to use a broad-spectrum (UVA/UVB) sunscreen with an SPF of 15 or higher every day. For extended outdoor activities, opt for water-resistant, broad-spectrum sunscreen with an SPF of 30 or higher. Apply sunscreen 30 minutes before sun exposure and reapply every two hours, or immediately after swimming or excessive sweating. Monitoring for skin cancer symptoms can be simplified using the ABCDE method, particularly for melanoma, which is the most dangerous type of skin cancer: **Asymmetry**: If you draw a line through the mole, are both sides uneven? **Border**: Does the mole have an irregular border? **Color**: Does the mole exhibit multiple colors? **Diameter**: Is the mole larger than 6 millimeters (the size of a pencil eraser)? **Evolution**: Has the mole changed in size, shape, or color? If any of these questions result in a "yes," it is advisable to consult a physician. Additionally, individuals with high-risk characteristics—such as blue or green eyes, blond or red hair, or a personal or family history of skin cancer—may benefit from more frequent evaluations by their healthcare provider. At the Camden, AKA Shit Hole, Annex, both Branch 908 and Branch 540 have chosen to withdraw from the safety team in solidarity. This decision follows management's removal of a Branch 540 member from the team, seemingly in retaliation for reporting alleged harassment by a supervisor. I encourage all members, active and retired, especially our City Carrier Assistants (CCAs), to become more involved with the union. Remember, you are the union. I invite you to attend a meeting, enjoy some refreshments, meet carriers from different offices, and learn about how your elected officers are managing your dues. I look forward to seeing everyone at this month's meeting. Should any active member, CCA, or retired member need assistance with any issue, please feel free to contact me at **(856)-906-2026** or [908vp@comcast.net](mailto:908vp@comcast.net). **Proud to be Union. Mike Powell-Vice President**

#### Ozzie's Corner

##### For Now, Branch 908 has Stepped Down

Over the last year and a half in The Camden Annex, I have proudly served as The Chairman for our Joint Labor/Management Safety Program. Unfortunately, I stepped down from this position after a "heated exchange" at my last official Safety Meeting on May 6th with the current O.I.C.(Officer in Charge, James Oswalt). In the Camden Annex, there are 4 delivery zones: The City of Camden (all zip codes), Merchantville/Pennsauken, Audubon/Collingswood/Oaklyn and the Branch 908 offices (Bellmawr, Gloucester Cit, Haddon Heights, Mt. Ephraim, Westville). Each zone in the building has one or two Safety Captains (NOT SAFETY AMBASSADORS, proud City Letter Carriers). Before our brothers and sisters hit the streets every day to deliver the mail, our Safety Captains do a daily "Stand Up Talk" along with something said by the Delivery Zone Supervisor. A JOINT PROCESS!! A week before our May 6th meeting, it was brought to my attention(from a Delivery Zone Supervisor) a "slap in the face revelation." One of our Safety Captains (who was certified and trained when that person was a C.C.A.) had their duties abruptly taken away from them by, yes you guessed it... Mr. Oswalt. This poses an immediate problem for me because as The Chairman in the Annex, I was never informed of the removal. During the morning of the Safety Meeting on May 6th, I immediately dove into a few questions to satisfy my curiosity. One question I asked The O.I.C. was, "How long have you been in management with The Post Office?" Mr. Oswalt said, "Since 1997{28 years}." I then asked, "Have you ever heard of USPS Handbook, EL-809(Guidelines for Area/Local Joint Labor Management Safety and Health Committees)? Mr. Oswalt replied, "I heard of it, but never read it" Immediately, I went to Section C.(Area/Local Committee Officers: Chairperson). Under Provision 8 it reads, and I quote, "The Chairperson coordinates gathering of all appropriate management reports, data, and information to be reviewed by the committee". I then said to Mr. Oswalt, "You completely violated this!! I never was informed or reported of the removal as The Chairman". The O.I.C. showed his "true colors" towards this employee by saying the employee's attendance has been awful and The Letter Carrier hasn't been to work in a month. I'm sorry...WHAT IN GOD'S NAME DOES THE PERSON'S ATTENDANCE HAVE TO DO WITH SAFETY? This sounds like a personal problem to me, some may say a discriminatory problem! It sounds like a policy you violated Under EL-801



(Supervisor's Safety Handbook). In Section 1-4, "Employee Rights and Responsibilities": (Employees have the right to participate in the Safety and Health Program without fear of restraint, interference, coercion, discrimination or reprisal). I communicated clearly to The O.I.C. and said, "These are not Ozzie's words". The rules and regulations I read verbatim to Mr. Oswalt came directly from his peers at L'Enfant Plaza. As I soon realized there was no remorse for the O.I.C.'s part in this, my anger reached an all-time high against management. I wrapped up the meeting by returning a Blue Water Jug back to The O.I.C. (which I received from him during H.I.P.P. Refresher Training weeks prior). To tell you the truth, I would rather get a bottle of fresh cold water from my customers in Westville I have proudly served for 20 years than entertain drinking water from this False Joint Safety Jug!! Also, I informed The O.I.C. that Branch 908 is not taking part in any Safety Program (Joint or otherwise) as long as James Oswalt is in charge of the building. I want to say thank you to the following Safety Captains in The Camden Annex: **Steve Brando, Ruth Foxworth, Denise Greene, Travis "The Mayor" Hollis, Chris "Friday" Freitag, Joe Pidliskey and Brian Roman**. As Safety advocates, you were and still are "The Best of The Best". Thank you for all the hard work.

In other news, I want to thank this month's LCPF contributors: **Tim Battista** (Maple Shade), **James Keeny Sr.** (Clementon), **Frankie Tisdale** (Westville), Retirees: **Ken Chojnacki** (Riverton), **John Lowery Jr.** (Woodstown), **Bill Morris** (Salem) and Gold Card Member: **Charles Homeyer** (Pitman). My phone number is (856) 220-8658 to reach me for any matters in our branch. I want to wish all of you a safe, happy summer!

**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.)*

**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 were awarded in arbitration for PTFs/CCA’s. We did put these same provisions in the newsletter last month. We thought it would be a good idea to share them again to familiarize yourself with them.

**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 per se, 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.

**2023-2026 National Agreement and implementation MOU released**

On March 21, 2025, Arbitrator Dennis R. Nolan issued his final and binding award, setting the terms of the 2023-2026 National Agreement. Since then, NALC and USPS have been jointly working to prepare the new National Agreement for release, as well as plan for the implementation of some new provisions included in the agreement. The [online version](#) of the National Agreement is now available on the NALC website. Since the date of the Nolan Award, NALC and USPS have been discussing the best course of action to implement some new rules. As a result, the parties agreed to the Memorandum of Understanding (MOU) Re: *Resolution of Issues Left Open by the Nolan Award of March 21, 2025*. This MOU explains that some new provisions in Article 8 of the National Agreement will take effect on July 1, 2025, and that until that date, the language from those sections in the 2019-2023 National Agreement will remain in place. The specific sections of the contract that are being implemented on July 1 are fully explained in the [MOU](#).

**New Overtime Options:** The provisions of Article 8, Section 5.A create new opportunities for full-time letter carriers to volunteer for overtime. Under the previous language, in effect through June 30, 2025, letter carriers could either sign the Work Assignment List or the Overtime Desired List (ODL). If they signed the ODL, they were volunteering to work overtime on both their regularly scheduled and non-scheduled days. While they could indicate their preference to work either 10 or 12 hours each day, they were still available to work seven days a week. Beginning July 1, full-time letter carriers will have more options. As before, they can sign the Work Assignment List indicating their availability to work up to 12 hours only on their own assignment on a regularly scheduled day. The new language does not change the rules regarding the Work Assignment List. Under the new contract, letter carriers who wish to be on the ODL can now select to volunteer to work up to 12 hours on their scheduled days only or they can volunteer to work overtime up to eight hours only on their non-scheduled days. If they desire to do both, they can do so by signing both ODLs. Letter carriers who select to work up to 12 hours on their scheduled days only are available to work up to the daily limitations on each of their regularly scheduled days. On their non-scheduled days, they are treated like other letter carriers who are not on the ODL. For letter carriers who have selected to work overtime up to eight hours only on their non-scheduled days, they can work only on their non-scheduled days up to a maximum of eight hours. On their regularly scheduled days and beyond eight hours on their non-scheduled days, they are the same as non-ODL letter carriers. If a letter carrier chooses to sign both ODLs, they may do so, and they are volunteering to

work up to 12 hours per day on both their scheduled and non-scheduled days. In essence, it is the same as the ODL that has been in place for many years. There is no longer an option for letter carriers to indicate their preference to work up to 10 hours in a day. As under previous contracts, letter carriers have the right to sign the ODL or Work Assignment List in the two weeks before the beginning of the calendar quarter. Once a letter carrier signed the list, they never had to sign it again as long as they remained in the same installation and did not remove their name from the list. Because of the changes to the ODL, letter carriers who are on the list during the current quarter must sign one or both of the new ODLs if they want to remain available for overtime. The next quarter begins on July 1, so every full-time letter carrier who wants to sign one of the ODLs should indicate their preference during the two-week signup period. Letter carriers who previously signed the Work Assignment List and wish to remain on that list do not need to sign up again.

**Automatic payment for hours worked in excess of daily and weekly limits**

While the new language in Article 8, Section 5.G.3 will take effect on July 1, the Postal Service may not have its payroll system updated to compensate letter carriers who voluntarily agree to work in excess of 12 hours in a service day or 60 hours in a service week. As explained in Article 8, Section 4.G, any letter carrier who works over these limitations is automatically paid an additional 50 percent of their base hourly straight-time rate. Until the pay systems are updated, the parties have agreed to a process that requires management at the district level to review the hours of every letter carrier and identify the city letter carriers who have worked in excess of the daily and weekly limitations during the previous pay period. Management must then input the pay adjustments for those individuals into their Grievance Arbitration Tracking System (GATS). Every pay period, the Postal Service must provide documentation to the NALC at the headquarters level detailing which employees worked over the limitations and how much each letter carrier was compensated. Because the new language does not take effect until July 1, any letter carrier who is required to work more than 12 hours in a service day or 60 hours in a service week should notify their shop steward so they can investigate and file a grievance if necessary. After July 1, and until the Postal Service’s payroll systems are ready to provide automatic payments, any disputes regarding the proper payment for hours worked will be handled at the headquarters level. Once the payroll system is updated, the additional compensation will be paid automatically.

**New Employee Experience, Retention and Mentoring Program**

In addition to the changes in Article 8, the parties also agreed to the nationwide implementation of the MOU Re: *New Employee Experience, Retention and Mentoring Program* on July 1. Until that time, the only places where this program will be in effect are those locations in which the parties jointly selected to conduct pilot tests under the MOU Re: *New Employee Experience and Retention Program* and the MOU Re: *New Employee Mentoring Program*. Under these two agreements, the parties used an alternate dispute resolution process to handle issues that arose in the pilot offices. After July 1, when the pilot programs end and every office nationwide is included in the New Employee Experience, Retention and Mentoring Program, violations of this MOU will be handled through the Dispute Resolution Process outlined in Article 15 of the National Agreement.

The electronic version of the 2023-2026 National Agreement is available. NALC is in the process of printing hard copies of the National Agreement. Information on distribution and availability of hard copies will be provided in the future.

**Grievance Log: Step B Decisions**

**Voorhees-** Management **did not** have just cause to issue a **Letter of Warning** to grievant for Unsatisfactory Job Performance. As a remedy, the Letter of Warning shall be reduced to a discussion. **Elmer** – Management violated Article 41.2 of the national Agreement when they removed the grievant from her hold down assignment and kept her home on this day. As a remedy, the grievant will be compensated **7.86 hours** at the standard rate of pay. Management is again instructed to comply with Article 41.2.B.4 and refrain from such violations in the future. **Pennsville-** Management **did not** have just cause to issue grievant a **Letter of Warning** for Unsatisfactory Performance. As a remedy, the Letter of Warning shall be rescinded and expunged from the Grievant’s records and files.

**Next Meeting**

The next regular monthly meeting of the Branch will be held on **Wednesday, June 18<sup>th</sup> @ 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, June `11<sup>th</sup> @ 7:30 and 8pm** respectively. There will be NO meetings in July and August. Regular monthly meetings will resume September 17<sup>th</sup>.

**Attendance Prize Now at \$150**

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, May 14<sup>th</sup>, Michael Badly**, a member out of the Atco Office, would have been the recipient of the **\$125** attendance prize. The prize now increases to **\$150** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

**Branch Scholarship**

The winner of this year’s Branch Scholarship is **Kylie Danaher**, daughter of retired carrier **Tom Danaher**. The alternate is **Nevaeh Muff** daughter of **Allen Muff** out of the Sewell Office. The winner of the Scholarship will receive a fund of \$2000.00 (\$500.00 a year for four years). Best of luck to all our applicants in their future endeavors. If you have any questions, Trustee **David Jonczak** can be contacted by phone at **856-912-0519**.

**MDA Raffle**

Last chance to purchase tickets 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 will be sold up until the drawing and are available through your shop steward or you can call/text **Jason Dempster 856-503-5007** All proceeds benefit the Muscular Dystrophy Association.

**Branch Picnic**

The Annual Branch picnic at Clementon Park and Splash World will be held on **Sunday, September 7<sup>th</sup>**. Park hours are from 11am to 6 pm. Food will be served between 2 pm and 4 pm. Tickets are \$25 per person (children 36” and under are free), tickets include admission to both parks and free parking. All tickets must be bought in advance; there will be **No Tickets Sold at the Gate**. Clementon Park requires a headcount so that they can properly staff the park. Therefore, **all tickets must be purchased by August 16, 2024 – 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**.

**Hops For Hope**

Tickets are now on sale for this year’s Hops for Hope event, benefiting MDA. It will be held on Sunday October 12<sup>th</sup> from 1-4pm at the Double Nickel Brewery in Pennsauken. Tickets are \$25 and can be purchased at the general membership meetings, from your shop steward or you can contact **April Litty 856-885-1451** or **Jason Dempster 856-503-5007**. Tickets include food and one drink token. There will be door prizes, a silent auction, and a cornhole tournament. Anyone who would like to donate items for the auction please contact **April** or **Jason**. All donations will be greatly appreciated! All proceeds benefit the Muscular Dystrophy Association.

**No Meetings for the Summer**

Just a reminder that there will be no regular monthly Branch meetings or Shop Steward meetings in July or August. There will also not be a newsletter published during this period. We will return to our normal schedule in September. Please visit our website @ [www.nalcbranch908.com](http://www.nalcbranch908.com), check us out on Facebook NALC Branch 908, or download the NALC app from the National website @ [www.nalc.org](http://www.nalc.org) to stay up to date. Enjoy your summer and be safe!

To share question, comments, original artwork, or photographs send to [aprilitty@gmail.com](mailto:aprilitty@gmail.com)

**Branch Attorneys**

**Uliase & Uliase**

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