

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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Newsletter Com: Litty, Graff, Muff Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com September 2025

Presidents Report

Welcome back everyone. The summer has come and gone, and we are now starting our fall nonsense. First and foremost, we are having unilateral route inspections for our offices in the Camden Annex, beginning the first week of September, where our Haddon Heights office is first up. This is the first time in a long time, we are not a part of a joint process! We all know what happens when management attempts to do this type of route evaluation and adjustment process without the union involved. If the past is any gauge on what to expect, then I can see numerous grievances and costly payouts coming our way. We will once again have training for our members for these inspections, so please make sure when your office is scheduled you attend our training. I am sure most of our members have never been through a formal inspection, so we will educate you on what to expect and how to properly get everything you are entitled to during this stressful week. We will be in the Annex for the entire time our offices are being counted to make sure your rights are not violated. By the time you get this newsletter, we will have finished the Haddon Heights count, and I will report at our regular meeting on what I observed and the results of the inspection. This is a reminder to all, please start doing your routes like you are going to be next, because until a joint process is established, the postal service will be trying to eliminate as many jobs as they think they can take. We have been through this before and will scrutinize all data entries management makes to be sure you aren't cheated of any time you work and should be credited with. When management does these inspections, they are trained to find ways to steal time from our routes. We will make sure this doesn't happen and file all appropriate grievances.

Next, we are now in the new phase of some of our new provisions of the contract that started on July 1, 2025, specifically the new Article 8, and all the new lists. The one issue we are having, but has been addressed, are those carriers who are working over 12 hours in a day and 60 hours in a week, where they should be getting double time and a half. For whatever reason, the postal service is still trying to get their program to pay us properly. If you fall into this category and believe you haven't been paid properly, please let us know so we can get it fixed.

Next, all carriers should have received their back pay adjustments for the new contract in the August 29, 2025, paycheck. Hopefully, everyone got their money, and if you didn't, please let your steward know so we can investigate it further. As I get more information on any other issues with the backpay, I will update everyone at this month's meeting. For those retirees who qualify for back pay, please be aware you will receive a paper check mailed directly to your home office where you last worked.

Also, effective July 12, 2025. PTF's and CCA's should have gotten their advanced leave prorated till the end of the year for their first year as a PTF and also CCA's after completing their first 360-day appointment. Those who are eligible should see this reflected in their paycheck for PP-16.

The next (COLA) is in, and carriers will see \$790.00 take effect on September 6, 2025. Retirees (COLA) stand at 2.5% with another month to go in those calculations as well.

Next, as I mentioned last month, management is still trying to get carriers to sign off on the return-to-work check list when they come back from an absence. This form is not a postal approved form and should not even be presented in any meeting with you.

Management can use any form they like for their own internal records, but we are not to be coerced into engaging in this form. If they try to get you to acknowledge this form, please have your steward file a grievance immediately, as these forms have been grieved before and management knows they can't use them. I swear this is Groundhog Day!

Next, we are starting to implement the new NEERMP program for all new CCA's and those just starting. You should start to see new CCA's being mentored by another carrier in your office as the postal service believes this will help in keeping CCA's on for the long haul. I hope this does what is intended to do, and the local managers will follow all the guidelines! The district is being extremely slow in getting this program implemented, which isn't surprising, as they are constantly changing leadership and the one hand doesn't know what the other hand is doing. I hope by our meeting we will have the mentors we submitted start doing this most important endeavor to help keep our new CCA's on the straight and narrow path of a long career.

Last, but not least, I have appointed **Dan Knowles**, out of our Clementon installation, as our new **Health Benefits/MBA** officer, replacing former officer, George Greenwood, for the remainder of his term. Dan will be going to the National's Health Benefits seminar in Florida in November to get the training he will need to educate all our members on the best health plan going. Please welcome him at this month's meeting.

See you at this month's meeting to get caught up on all the summer issues and what lies ahead for us going forward.

Gary DiGiacomo-President

WE ARE BACK FYI FROM THE EVP

Welcome back. I hope your summer was a good chance to enjoy time with family and friends, while still working in this unprecedented heat. This year exceeded the heat and hot temperatures of last. I am totally sure management stressed the importance of you taking extra breaks and finding cool down stations to help lower your body temperature throughout this extremely hot summer (sarcasm emphasized). As of July 1st, there were a couple items in the National Agreement put into effect. First there are the new overtime options, having multiple new lists to sign in accordance with Article 8. By now it appears that all our shop stewards in all our offices did a great job making sure that you folks, the carriers, and management, understood how to sign up for the new provision list for overtime. The National released a question-and-answer memo that goes into good detail about any question you may have about these new provisions. The memo is easily found on the National's website or app. Your shop steward or any of the officers of the branch can provide this to you as well. All our stewards will be going over the equitability of this list as the current quarter is ongoing. To be continued and stay tuned as to whether management can maintain equitability in this first quarter of the new provisions in article 8. The 2nd new provision that was put into effect as of July 1st is called **New Employee Experience Retention and Mentoring Program (NEERMP)**. The intent of this new provision is to increase the retention rate with new employees. The numbers are staggering with how bad the Postal Service has become regarding retaining new employees. The NALC and Postal Service worked to develop this program and tested it prior to implementation,

with great success. This is a drastic change to the previous way management handled new employees. The NALC will play a larger role in making sure management follows this program. This is now a provision in our collective bargaining agreement, which makes it part of the grievance process. New to this process is also a Mentor program that will be a big help for the new employees. Fortunately for our branch our **Business Agent Brian Thompson** chose one of our officers to conduct the training for the district of New Jersey. Our **Branch Secretary April Litty** was tasked with this duty and did a great job educating and conducting training to all the branches' officers in the state. It will be helpful to rely on her knowledge of this program as we navigate the new process. Since that training has been completed the next training will be for the Mentors. This training began just before the printing of this newsletter. If any of you are interested in stepping up to mentor a new employee, please let your shop steward know and we will submit your name to be accepted. Please consider doing this to help the next generation of letter carriers. On another note, I would like to thank all the stewards in our branch along with their LMOU committees for successfully negotiating and finalizing all LMOU's in our branch. This is a grueling process that involves several meetings with management. I congratulate you folks for getting this completed, we conducted training for this and had a successful negotiating period. Finally, we have been notified that management will be conducting unilateral, in-person inspections starting this September, come out to the meeting to get all the information you need to know. This unilateral process will lead to a lot of turmoil and grievances being filed. As a branch we will be conducting training for our stewards and any offices being inspected. We will be prepared to fight this process to exhaustion. It looks like the first round of inspections will affect our branch. 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 the rules. **I look forward to seeing you all at the meetings and speaking to anyone with any questions. Stay Strong, Strength in Numbers.**
Executive Vice President- Shawn McBride (856)649-9317

Comments from the VP

Welcome back, Brother and Sisters. I hope everyone enjoyed a safe and pleasant summer. At the Camden, aka shit hole, Annex, route inspections are scheduled to begin on September 6. It is concerning that management has not provided the union with a unit review in advance of the inspection, assuming such a review was conducted. In addition, the 7 random week selection was not conducted four weeks prior to the inspection as required. There have been reports circulating regarding a potential change in procedure, specifically that all parcels and SPRs may now need to be scanned using the load truck feature during office time. Previously, this feature was exclusively used for parcels during street time. They already know they will be violating the contract, since they have appointed Jaswinder Pujji as the Formal A Representative to address any grievances that may arise. Jaswinder Pujji happens to be the Food Drive Rep for Management. In other matters here at the shit hole, morale is at an all-time low. Management has gotten so low that they are now making unsubstantiated allegations of discrimination against one of the stewards working here at the shit hole. I have a homework assignment for everyone, what do you call a person that takes something that does not belong to them and has no intention of giving it back. Give me your answers at our meeting on September 17th. I will have the answer in next month's article. 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 of Branch 908, I want to welcome you all back from what was hopefully a happy and healthy summer! I want to take this chance to introduce myself to you all. For those of you who I have and haven't had the pleasure in meeting yet in person at our monthly membership meetings let me take a moment to let each and every one of you know I will serve all of you to the best of my ability. I have never held the position of health benefits officer, but I have previously held multiple different officer positions for former Branch 4623 before our merger in January of this year. I held an officer position for all but the first three months of my letter carrier career dating back to when I became a CCA in January of 2017. The jobs I held

(sometimes multiple at a time) included treasurer, shop steward, sergeant at arms, food drive coordinator and recording secretary. While I have already taken some phone calls in regard to my new position I am doing everything in my power to learn all I can to help benefit this great branch and keep moving it forward. In my upcoming articles I'll be sharing any pertinent information with you. Thank you for giving me this opportunity to be an officer for 908 and represent all of you. Feel free to reach out to me on my cell phone number 856-404-3785. In solidarity, brothers and sisters.
Daniel R. Knowles-Health Benefits Officer

Congratulations and good luck to Dan!

Ozzie's Corner

Happy September everybody!! I hope each and every one of you had a happy and safe summer. In June (at our June 18th shrimp and wings meeting), we were honored to have Bro. Charles Homeyer (Gold Card Member, Pitman Letter Carrier) take us down "Memory Lane" with his stories of delivering mail in Pitman. From the moment he spoke on the microphone, he had everyone's attention in the room. The presentation was everything I expected it to be: Informative and entertaining. Also, Bro. Homeyer brought an assortment of Post Office and Letter Carrier collectibles that were on display throughout the evening. On behalf of all of us, thank you so much for being our special guest and may God continue to bless you and your lovely wife.

According to a recent study I read through The Office of The Inspector General, mail volume has continued to decline every year since the year 2006. Particularly, First-Class Mail. By definition, First-Class Mail would be letters, postcards and large envelopes (w/ First-Class postage on them). The reason behind the almost 20-year straight drop is, yes you guessed it: electronic alternatives (internet, email, texting and social media). In FY 2008 (Fiscal Year), The United States Postal Service's First-Class volume was at 92 billion pieces. However, In FY 2023 the volume in this class was under 50 billion (46 to be exact). That is a 50% percent drop during that span! Periodicals (newspapers, magazines and other hard copy publications) experienced an even more drastic decline during these same 2 fiscal years. In 2008, Periodical volume was at 8.6 billion. 15 years later (FY 2023), the volume was reported at around 3 billion (a staggering 65% decrease). As the face of this federal organization, Letter Carriers can do their part. Monthly bank statements usually cost little to next to nothing for a paper version. If you haven't already, reach out to your financial institution and request your statement be mailed to you (whether it is a bank or credit union). We can each do our part! Do you enjoy reading sports, fashion or gardening? How about ordering a subscription to Sports Illustrated, Harper's Bazaar or Better Homes and Gardens. The United States Postal Service delivers periodicals direct to each of their employees such as "The Area And Regional Update" and "The Eagle". The N.A.L.C. (National Association Of Letter Carriers) delivers a monthly magazine to the members of the union (The Postal Record). Not to mention, our local (Branch 908) delivers a monthly newsletter to all Retirees and Gold Card Members. We can each do our part! The next time you remember a friend or a loved one's birthday; Hallmark doesn't need to be the only option. You can take a quick trip to Dollar Tree or Dollar General and find just the perfect card (a few dollars less!). Before you mail that card out, don't forget a book of stamps. When you purchase the book, just don't get it at ShopRite or a convenience store, get them from a Post Office. We can each do our part! In addition, please consider giving a few dollars to LCPF. By doing both these actions, I guarantee it will be the best investments you'll ever make as a Letter Carrier. Remember, at the end of the day: IT'S ABOUT PROTECTING THE THINGS THAT MATTER THE MOST TO US! Our careers as Letter Carriers need to be protected!!

Finally, I want to thank this summer's LCPF contributors: **Stacia Cheeseman** (Pennsville), **Paul Delvalle** (Williamstown), **Carlo Morning** (Maple Shade) {all EFT Adjustments}, **Rick Bacon** (Gold Card Member, Bridgeton), **Loretta Morris** (Retiree, Gibbstown), **Andre Ross** (Gloucester City), **Greg Solly** (Haddon Heights) and **Joe Townsend** (Retiree, Gloucester City). My phone number is (856) 220-8658 and my email address is opleckyjr@gmail.com if you need my assistance in our branch. I look forward to meeting you all at September 17th's meeting.

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.)



Gold Card Member Charles Homeyer with Ozzie Lecky

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, September 17th @ 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 10th @ 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 18th, Louis Lomar**, a member out of the Williamstown 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.

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.

By now all CCA's/PTF's should be receiving and getting a schedule posted, the Wednesday of the prior week, for the next week. Included in this schedule is a scheduled day off. If this is not happening in your office, please notify your shop steward as soon as possible. Below is the provision from the new National Agreement explaining this.

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.

Joint Questions and Answers New Employee Experience, Retention and Mentoring Program (NEERMP).

Below each month we will put some of this memo here to read through to get a good understanding of this new program

First Day/Shadow Day/Onboarding Training/OJI

1. Q. Are their work limits on "shadow" day?
 - A. This program does not alter shadow day. The employee is restricted to 11.5 work hours (consistent with Employee and Labor Relations Manual Section 432.32). The program's workhour restrictions begin week 1, which is defined as the week the employee begins OJI training.

2. Q. The program requires a new employee to stay in their employing office for their first 8 weeks. Can a new employee train in another office because their office does not have an OJI?
 - A. Yes. The employee will report back to their employing office after completion of OJI.
3. Q. When does week 1 start?
 - A. Journey week 1 begins the week the new employee starts on-the-job instructor (OJI) training.

Schedule/Hour Restrictions/OT

4. Q. Can the non-scheduled day for CCAs/PTFs be moved?
 - A. Yes. The schedule must provide the anticipated non-scheduled day; however, the non-scheduled day can be moved to a later day in the week if a situation arises which requires the movement, and the employee receives proper notice; however, changes during the week to the scheduled day off should be an exception. Management should make every effort to adhere to the originally posted nonscheduled day.
5. Q. Can CCAs/PTFs be worked beyond their workhour limits to provide auxiliary assistance to a full-time regular not on the Overtime Desired List or Work Assignment List (i.e., the Letter Carrier Paragraph)?
 - A. No. CCAs/PTFs that reach their workhour limits are unavailable to work.
6. Q. When will the CCA/PTF schedule be posted?
 - A. The schedule for CCAs/PTFs must be posted no later than close of business on Wednesday of the preceding week.

WE WILL CONTINUE OVER THE NEXT FEW MONTHS POSTING THE REST OF THIS AGREEMENT UNTIL WE GET IT ALL POSTED.

MDA Raffle

Congratulations to our June raffle winners! **Mike Lombardi** and **Ozzie Lecky** won gift cards and **Harry Bell** won the PS5. Thank you all for supporting our MDA fundraisers!



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with MDA**

HOPS FOR HOPE

SAVE THE DATE! MDA FUNDRAISER AT THE DOUBLE NICKEL BREWERY in Pennsauken. SUN. OCT. 12th, 1-4pm tickets are \$25 and include 1 drink token and food. There will be door prizes, a silent auction, and a cornhole tournament. All proceeds benefit MDA. We're also looking for items/gift baskets for the silent auction. If anyone would like to donate or you know a business that would like to please reach out. No donation is too small. See your steward for tickets and info or call/text **April** 856-885-1451 or **Jason** 856-503-5007 Tickets will also be available at the General Membership Meetings.

Turkey Give Away

Assistant Treasurer James Comuso has once again donated a turkey in memory of former Trustee Chairman Jack Bittner, to be given away to a random member present at the 11/19 General Membership meeting.

Kid's Christmas Party

This year's kid's Christmas party will be Sunday 12/7 from 12-3pm. at the American Legion Hall. 502 Colonial Ave. Woodbury. There will be kid friendly food, games, holiday crafts, and a visit with Santa who will be bringing an American made toy for each child. We will be decorating for the party Sunday 11/30 at 11am if you'd like to help.

Labor Day

We celebrate Labor Day in honor of the American Worker. The first recorded Labor Day was on September 5, 1882, in NY, when 10,000 workers marched in a parade to advocate for workers rights. In the late 1800's the average American worked 12 hours a day 7 days a week and barely earned enough to live on. Children as young as 5 worked in factories and mines earning much less than adults. People faced unsafe working conditions with no breaks, insufficient access to fresh air, and unsanitary workplaces. Labor unions became more prominent and began to organize strikes and rallies to protest these conditions. Not only did they march and rally many people died violently during these strikes. Our fights today are not bloody but no less important to improve our quality of life. In 1894 President Grover Cleveland signed a law making the first Monday in September a federal holiday, by then thirty states already officially celebrated Labor Day. It should serve as a reminder of the historical struggles and achievements of the American Labor Movement. It should also emphasize the importance of protecting workers' rights and recognize the ongoing fight for fair labor practices and equity in the workplace. So, while we continue to "fight like hell" for our working conditions today I hope you took time this Labor Day to reflect on the fact that so many fought so hard to get to where we are now. **April Litty-Recording Secretary**



Uniforms

There are gently used uniforms available at the General Membership meetings. For more information or to donate uniforms, contact **Housing Chairman Steve Elias** 856-332-1395.

Inspection Classes

There will be classes prior to the route inspections held at the American Legion 502 Colonial Ave., Woodbury. Please share this with anyone being inspected. In the past officers who attended this branch training have fared better and were more prepared during inspections. Haddon Heights training will be on 9/3 at 8pm. Bellmawr 10/21 at 8pm. Gloucester, Mt. Ephraim and Westville 10/28 at 8pm. Remember knowledge is power!

Back Pay

If you didn't receive your backpay August 29th or think it was incorrect please let your steward know.

NEWLY CONVERTED EMPLOYEES

If you haven't been to orientation prior to or at the start of your conversion let your steward or one of the officers know. This is different from your original orientation when you were hired. You have 60 days to make changes to your health insurance. Enrolling in TSP is also highly recommended. At least put in 5%. USPS matches dollar for dollar up to 3% and \$0.50 on the dollar up to 5%. This is an easy way to save for your retirement, and if needed you can borrow from it at a much lower interest rate than the going rates. If you're unsure how to do this reach out to one of the officers and we can direct you to someone who can help.

School is in Session/Daylight Savings

Please watch for children getting on and off the busses or walking to/from school. Kids don't always pay attention and can be hard to see. Daylight savings ends Sunday 11/2, so we turn the clocks back. Be prepared for shorter days and earlier sunsets.

Continue to Take Action

You all did an amazing job standing up for our jobs throughout the year. Whenever there was a call to action you answered! The fight isn't over so please take action when called to do so. You can download the NALC member app, and you will be alerted when something needs your attention. Our officers and stewards also do a great job keeping members informed when to act. Taking action is as simple as a phone call or clicking a link. If you don't know how reach out, we'll walk you through it. These are our jobs we're fighting for, and nothing gets politicians' attention like our numbers.

Reminders

If your supervisor questions you or calls you in the office be sure to ask, "Will this lead to discipline?" If so, ask for representation from your steward. They must let you talk to your steward. If you are given any type of discipline, letter of warning, suspension etc., tell your steward right away. Management **DOES NOT** inform the union of their intent to issue discipline and there is a time limit to file grievances. If you don't know who your shop steward is they are all listed on the branch website **nalcbranch908.com**

Visit our website for more branch info and check out our photo page while there.

nalcbranch908.com

Check us out on Facebook **NALC Branch 908**

Download the NALC app from the National website **www.nalc.org** to stay up to date.

We want to hear from you! To share question, comments, original artwork, or photographs send to **aprillitty@gmail.com**

Branch Attorneys

Uliase & Uliase

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