

908 News
NALC Branch 908
AFL-CIO
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Bill Revak Branch 908 South Jersey Letter Carriers

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November 2025

Presidents Report

I stated last month we completed our Haddon Heights inspection and were waiting for the results. Well, we got the data back, and basically the routes were all 8 hours or more, except one route. You would think with these numbers the auxiliary route would be safe, since some routes were close to 9 hours and some well over 8 hours. Well, the magic of COR made those numbers become irrelevant. Not only did they abolish the Aux route but miraculously added this time to the exiting routes to say they are all 8 hours! I kid you not! Just to give you an idea on how COR works, I will give you this analogy. You drive to work each morning, and you work in Atlantic City. When you get to the expressway entrance the sign says Atlantic City 55 miles. The next day you go to work, and you get to the entrance and all of a sudden, the sign was changed that says Atlantic City 30 miles! Now you know that can't be possible, but the sign says it so it must be right! Wrong! That's what COR does. It takes away time and combines nonsense to make you believe your route is now 8 hours. Time will tell how these adjustments work out, but speaking to the carriers, I don't see the distance to AC being 30 miles from the entrance! We are also in the process of finishing up the rest of our offices over there and will have a report at this month's meeting. As I said all along, this inspection is nothing more than a sham. There was a preconceived number the district was looking to take, and they had their number all along. They of course denied this was the case, but I have been around this game way too long to be fooled by their phony take on the process. I just wish they would be upfront and say their goal was to get rid of all auxiliary routes and then some. That is why a joint process is the only way for us to get a real fair shake on adjustments. They will see all the time and money they wasted on this was for naught. I am sure after we file all grievances and show the adjustments weren't correct and they put things back; they will come begging for us to help them out. I could be wrong, but I wouldn't bet against it.

Next, this month we will get our final contract raise of **1.5%** for career carriers and **2.5% for CCA's**. As for the next **C.O.L.A.**, it stands at **\$270.00**. Retirees **C.O.L.A.** stands at **2.8%**, which they will see in their January 2026 pension checks.

It looks like we will have approximately 5 carriers promoted to career positions based on the ORNA provision of the new agreement. For those not familiar with this, the **On Rolls Not Available** positions are those carriers who are out for 13 continuous pay periods. This triggers a conversion in the facilities if applicable. If your office has carriers who fit this criteria, please make sure your steward lets us know if we haven't been already made aware. The postal service supposedly is tracking those employees on a every other pay period basis. Not that I don't trust them to do it, but I don't, so that's why I want everyone to stay vigilant in monitoring this.

Once again, I want to reiterate the working in the darkness rule that EVP Shawn McBride wrote about last month. With daylight savings here, it will start to get dark very early, and since management refuses to bring carriers in earlier, we will need to be extremely careful. Remember, darkness in and of itself is not a safety hazard. Delivering in the dark is not unsafe unless you try and make a delivery to an address that you can't safely get to. I suggest you make an instant determination that a delivery is unsafe before attempting to deliver it. Band that delivery up and

mark as unsafe to deliver due to darkness. We have carriers out till 9pm now, so if management wants the mail delivered, stay out and be safe until they tell you to come back. Please don't bring mail back without getting management's instruction on how they want you to handle it. Remember, you can never be disciplined for being too safe but will always be disciplined by not working in a safe manner. You be the judge. Any concerns, let your steward know ASAP.

Last month I stated we would be putting a branch policy in place to try and get members to start paying their dues who are in a no-deduct status because they are no longer on the pay rolls of the postal service. There are different reasons why this could happen, but the main reason I see is carriers who are out on OWCP. Carriers who are getting paid by workmen's compensation are not paying their bi-weekly dues, currently at \$31.06 a pay. The branch has been covering the 23 members for a long while, and it is costing us over \$15, 000.00 a year. The membership approved our new policy, which can be found on our website, will take effect on January 1, 2026. I want to make all those members who this affects aware that if you are a member of the NALC Health Benefit Plan and do not make arrangement to pay your dues, you will be dropped from the membership list and thus become ineligible for the NALC Health Plan. With open season approaching this month, please make sure if you are in the plan, you are current in your dues. If anyone has any questions or concerns with this new policy, please feel free to reach out to us. Just so you know, we will be contacting those who are not paying their dues to make arrangements, so it will not be something you won't be aware of. I appreciate everyone for understanding why we must get this policy in effect.

Lastly, I want to give a huge shout out to all those on the committee who organized our **Hops for Hope** fundraiser last month, that made it a huge success for MDA. It was a collaborative effort by all your officers to make this work. If you didn't make it this year, please try and make it next year, you won't regret it. It was a great day of fun, food and drink, just ask those who attended. Happy Thanksgiving to everyone and I hope to see you at this month's meeting.

Gary DiGiacomo – President

BRING ON THE HOLLIDAYS

First and foremost, I would like to wish everyone a **Happy Thanksgiving**. Please take time to enjoy and forget about what's going to come following it for the next month. I write about this next part every year. With the increased volumes of parcels inevitably coming, it brings the possibility of parcel runs. These can be early before tour runs or just during the day while we are delivering. Sounds great right someone runs our parcels to help us, so we think. Data integrity is vital to our jobs it protects your routes. This time of the year and as often as management thinks they can get away with corrupting this data they will. There is a good possibility that management will instruct carriers to not clock to the route that they are delivering the parcels to. By doing this they strip data from individual routes that is key to maintaining volumes. They have used several unsuccessful ways to go about this in the past, calling it an **X route, clock to 737 or whatever**. If they instruct you to do anything but clock onto the route or routes the parcels belong to, then it is creating corrupt

data. Management attempts to use the fact that data during the month of December does not count towards inspections, gives them the right to corrupt data. This is completely false corruption of any data no matter what month of the year is a violation, is in fact unethical, perhaps they should read the **ELM** (Employee and Labor Relations Manual). We know they won't, but we will, and we will address this if we are made aware, so please if this happens let your stewards know they are prepared and ready to address this in the grievance process to help protect you and your routes. Next time you folks read this newsletter management will have completed their unilateral route inspections in the Camden Annex, which include all the zones from our branch. We don't know the results yet. I can tell you the brothers and sisters being inspected came out to the Union Hall for three different weeks for training. As usual if you came to it, you did well and were better prepared than the ones who didn't. The turnouts were fantastic and engaging plenty of questions, hopefully we answered them all for you. **Branch President Gary DiGiacomo** and I have been there every day observing to give them support and reassurance to what they were trained to do during the weeks of inspections. **Vice President Mike Powell** works in this station and has done an incredible job organizing everyone to give them the confidence to do as well as possible. Management will utilize the COR process to make adjustments. This can be a brutal way to make unrealistic adjustments that could only leave the grievance process to correct it. Stay tuned, we will keep you all up to date at the general membership meeting this month we have plenty to tell. I would like to thank the following for helping **Branch President Gary DiGiacomo, Vice President Mike Powell and I** put these training classes together, Recording Secretary **April Litty** helped design and put a great slideshow/ power point to use as the primary teaching tool. This was a vast improvement in the ways we use to do this training it was great thank you. and **Steve Elias** our Housing Chairman for showing up to set up the hall and have food, snacks, and beverages for everyone, I thank you both great work. Once again enjoy Thanksgiving. I hope to see you 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, I look forward to hearing from you. Executive Vice President Shawn McBride (856)649-9317**

Comments from the VP

Veterans Day is November 11, and I would like to express my gratitude to all Veterans of our esteemed branch for their dedicated service. I also wish all our members a Happy Thanksgiving. Route Inspections have begun at the Camden Annex. Our Haddon Heights office was among those selected for inspection. I met with the inspection team at the end of September, and they indicated their intent to be fair in collecting data. However, the process did not reflect that expectation. The Haddon Heights carriers performed exceptionally well and received clean inspections, with the only concern being the presence of an auxiliary route. It appears the primary focus of the inspection was to address this issue. Haddon Heights displayed two routes at eight hours, which logically should remain unchanged. Three routes exceeded eight hours: one was twenty minutes over, while the other two were sixty minutes over. Additionally, two routes showed twenty minutes under, with one expected to experience significant growth. The inspection team disregarded the collected data, relied solely on the Cor program, adjusted all routes, and eliminated the Aux Route. The fight to save the Haddon Heights routes from these unnecessary changes has just begun. Stay tuned for updates as our Bellmawr, Gloucester, Mt. Ephraim and Westville Offices are up next. Save the date for the Branch 2025 Retiree and Award Banquet to be held on April 11 from 7pm-11pm at the Elizabeth Ballroom located in Gloucester City. Retirees will be contacted in January regarding further details. I invite all members—whether active, retired, or a CCA—to engage in union activities. Your participation is vital to the continued strength and success of our distinguished branch. By attending meetings, you will have the opportunity to connect with fellow carriers from various offices, observe the allocation of dues by your elected officers, and grab a bite to eat and have a beverage of your choice. Should any active, CCA, or retired member need assistance, please contact me at **(856)-906-2026** or **908vp@comcast.net**. **PROUD TO BE UNION**
Mike Powell- Vice President

NALC Health Benefit Plan

Hello brothers and sisters of Branch 908. Open season for all health benefits enrollments, changes or cancellations to your 2026 plans will take place from November 10th through December 8th, 2025. **DO NOT WAIT UNTIL THE LAST MINUTE TO CHECK OUT YOUR PLAN.** Make sure to take a long and hard look at the NALC health benefits plan. It is a competitive plan designed by fellow carriers to meet your medical needs. Make sure to also take advantage of the options for optical and dental coverage plans. Even if you are satisfied with your coverage be sure to log on and look at the changes for 2026. Every single plan will change even if it is just the co-pays or premium rates. Any questions or concerns please contact me via phone calls or texts message at 856-404-3785. All Optical reimbursement receipts must be sent to 201 Keats Court, Sicklerville, New Jersey 08081. In solidarity, brothers and sisters!

Daniel R. Knowles-Health Benefits Officer

It's About Helping A Veteran

Veterans hold a very special place in my heart. Protecting our country through their bravery and courageousness is always a top priority. The men and women in the armed forces ALWAYS need to be treated with dignity and respect. Unfortunately, that was not the case last year involving an interesting case I decided to pursue.

In late October 2024, an individual approached me and asked me for assistance in a discrimination case. What made this request unique was the individual was a Postal Supervisor. Here are some facts about this individual, this supervisor started out as a CCA in our Maple Shade Office. During their time as a manager, the individual has ALWAYS treated postal employees with DIGNITY AND RESPECT. As a matter of fact, I have never (not once) heard a negative comment about this individual's management practices. Last and the most important fact, this individual proudly served our country in the Marine Corps for 8 years. In addition, this veteran has a documented medical condition.

On August 28, 2024, the individual wanted to inform The Manager of Customer Service (MCS) an important message regarding a medical appointment. The individual has ongoing clinical treatments every Friday from 1pm to 2pm and the next one was August 30th. Immediately The MCS asked, "Can you schedule your appointment before work hours?" The individual stated, "That is the only time available". The MCS instructed the individual to fill out a PS Form 3971(leave slip). For the record, the supervisor's hours in this office are from 1pm to 10pm. The supervisor provided medical documentation from the provider to the MCS, but the MCS still wanted a leave slip filled out. The supervisor fills the slip out and then checks eRMS(a software app for management to check leave and attendance). The Individual's eRMS status was marked red (Unscheduled Leave). Therefore, The MCS placed the person on LWOP (Leave Without Pay) Every time an employee, even a supervisor, is marked under unscheduled leave, the results ALWAYS lead to discipline. Every day that has passed in this office, the supervisor has felt bullied and harassed.

On September 11th, the supervisor called out for a month(9/12-10/12). This time the supervisor used Sick Leave FMLA. On September 19th, the supervisor finds out The MCS is still putting the veteran on leave without pay status. That same day, the supervisor sends an emailed copy of documentation from a physician. Surprise, surprise The MCS ignores correcting the leave. The supervisor advances the complaint to The Union President and Union Representative, but the MCS doesn't budge. On September 26th, the supervisor reaches out to a Postal Ethics Attorney, and the outside source shifts the situation! The MCS places the supervisor on the requested FMLA. One problem, the supervisor never got an LWOP pay adjustment for the dates of September 12th to the 20th(56hrs).

Before returning to work on October 12th, another medical professional places the supervisor out for another extended period. The return date is 3 months later (1/12/25). The veteran emails the updated doctor's note to the MCS. Immediately, the individual is placed back in LWOP, for a second time, November 2nd). On November 7th, the supervisor resubmits an updated doctor's note and still NO RESPONSE FROM THE MCS. On November 15th, the supervisor emailed The MCS questioning the denial of the FMLA. However, a representative from H.R. told the individual the FMLA case was approved. The MCS continued to practice this vindictive behavior. On November 15th, the total hours of LWOP this individual accrued was 136!

On November 18th, the supervisor submitted a "detailed 3 page" Request For Assistance letter to Con. Donald Norcross's office. On November 20th, I met with Gina Espinoza (District Director) and Jeff Armitage (District Representative/Veterans Affairs Liaison) to discuss this case and gave them each a copy of the R.F.A.

On December 4th, the veteran received a certified letter to their address on record stating the following, "Due to your FMLA being approved back to 9/11/2024, we will need 3971s filled out and signed. If you are requesting FMLA please fill out front and back. We need these forms back by 12/10/2024". It's about helping a veteran. Thank you, veterans, for all you did for our country and what you continue to do for all of us. Happy Veterans Day!

In Solidarity, **Ozzie Lecky LCPF Chairman**

Ozzie Lecky - Letter Carrier Political Fund Chairman

**(By making a contribution to the LCPF, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the NALC or of employment by the USPS, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The LCPF will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the LCPF are not deductible for federal income tax purposes. Federal law prohibits the LCPF from soliciting contributions from individuals who are not NALC members, executive and administration staff, or their families.)*

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, November 19th @ 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.** Food, soda and beer is always served at the meetings. The Executive Board and Shop Steward meetings are held on the second 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, November 12th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$225

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, October 15th** **Ralph Lindsey** a member out of the Atco Office, would have been the recipient of the **\$200** attendance prize. The prize now increases to **\$225** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

Turkey Give Away

Assistant Treasurer James Comuso has once again donated a turkey in memory of former **Trustee Chairman Jack Bittner**. Come out to the **November 19th** meeting for a chance to win!

Penalty Overtime Exclusion

11/29/25-12/26/25 is the period in which standard penalty overtime rules do not apply. **EXCEPTION**, the new overtime provision which began 7/1/25, requires payment at 2.5 times the base hourly rate for work exceeding 12 hours per day or 60 hours per week.

Kid’s Christmas Party

Our annual kids’ Christmas party will be Sunday December 7th, 12-3pm. There will be food, games, holiday crafts, an American made toy for each child, and a visit with Santa! We will be decorating for the party Sun. 11/30 at 11am if you would like to help.

Problem Driver Points System

My name is Jim Livingston, and I am regular carrier out of the Riverton Post Office and wanted to share with you a nightmare situation I encountered with the problem driver points system (PDPS) in case you ever run into this situation. This past July, I renewed my driver’s license online, which in NJ occurs every 4 years on your date of birth. I went through the renewal process and thought everything went well until five days later I received a letter from the Motor Vehicle Commission (MVC) stating I was ineligible to renew my license. Just so you know, New Jersey joined the PDPS program back in March of 2024. When you go

to renew your license, they put your name in the system and do a check to see if anyone with your name owes any fines or if your license is suspended, etc. If your name comes up with any of these issues, your name gets flagged. That’s what happened to me. I was given a reference number from another state, which was New York. I had to call a case worker, send them ID info, who then tried to determine I was not who they said I was. It took three weeks to get this resolved and get a No Match Letter from the other state. Once you get that letter you renew in your state in person at the MVC. You’ll need to carry and keep that letter every time you renew. The foreign state may never resolve it or notify you if they do. Remember, you are suspended from any driving if your license expires before you get the letter and you **do** need to inform management. **-Jim Livingston**

Hops for Hope

This year’s Hops for Hope at the Double Nickel Brewery was a success! We are still tallying our figures for **Muscular Dystrophy Association**. Thank you all for your generosity and support. Every year it’s YOU who makes this event bigger and better! Thank you to everyone who came. Thank you to all shop stewards and officers for selling tickets. Thank you to **Jason Dempster** and **Frank Ingemi** for all your hard work putting it together. Thank you, **Steve Elias**, for taking care of the food. Thank you to **Gary and Nancy DiGiacomo, Shawn McBride,** and **Allen Muff** for keeping the cornhole tournament organized. Thank you, **RAA Leo Zachwieja**, for taking time to attend. Thank you to those who donated baskets **Maria Lopez, Michael Dorisio, Mike Lombardi, Tom McCabe, Dan Knowles, Tom Barnett, Jim Comuso, Shawn McBride,** and **Gary DiGiacomo**. Thank you to all the businesses who donated.

- The Double Nickel Brewing Co.**
- Morey’s piers beach front waterparks**
- Brad Peters and Hello High Dispensary**
- Longwood Gardens**
- DiDonato’s Family Fun Center**
- Westville Service Center**
- Anthony Serano Sports Apparel**
- Wawa**
- Chick-fil-A**
- Top Golf**
- Pinspiration of Clarksboro**
- Dave and Busters**
- Integrity Plumbing of Westville**
- Grabbes Seafood of Westville**
- Sterling Optical Deptford**
- Raising Canes**
- Fun City**
- Urban Air**
- KPoT Korean BBQ Deptford**
- Nothing Bundt Cakes Deptford**
- Seven Brew Coffee**
- Filomena Deptford**
- Grabbes Seafood Westville**
- Auntie Ann’s**
- Belle Palace Nails Deptford**
- Costello’s Pizzeria and Wings**
- Water Ice Factory Magnolia**
- B&D If You Know What I Mean Podcast**
- Hair Cuttery Deptford**

Thank You!!!!

*Meeting with management teams and stewards to provide support and answer questions regarding the program.

PTF/CCA Corner

If you are given any type of discipline or corrective action let your shop steward know ASAP, even if you're still in your probation period. Management does not inform the union that is your responsibility. There are free hand-me-down uniforms available for you at the union meetings.

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 posting a schedule, 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. All CCAs and PTFs will receive a ***defined work schedule***, identifying anticipated non-scheduled days, start times and end times, and route assignments.

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 FOR THROUGH TO GET A GOOD UNDERSTANDING OF THIS NEW PROGRAM LAST MONTH WE LEFT OFF AT QUESTION NUMBER 12, WE WILL CONTINUE THIS MONTH FROM QUESTION NUMBER 13.

13. Do the scheduling requirements apply to CCA'S AND PTF'S who were hired prior to July 1st, 2025, the day the program was implemented nationwide?

Yes, those employees who were hired prior to that day would be slotted into the program based on which journey week they were in on July 1st, 2025.

14. If a CCA or PTF is converted to full-time status prior to reaching journey week 12, do the work hour restrictions still apply to them?

No, the program only applies to CCA's and PTF's. Once a letter carrier becomes full-time employee, they have other rights afforded to them under the national agreement.

15. If a previously employed CCA or PTF city letter carrier is rehired, do they start over at week 1 of the program?

The only time a rehired former city letter carrier would start over at week 1 of the program is if they are required to reattend the carrier academy. Otherwise, they will be slotted into the program at the journey week in which they were formally at when they were previously employed.

JOINT RETENTION TEAMS (JRT)

16. How are Joint Retention Teams created?

JRTs may be established by mutual agreement of the USPS District Manager and NALC Business Agent or Designees. JRTs are comprised of one NALC member (compensated on no loss, no gain basis) and one USPS Member. The respective NALC Business Agent, or designee, will select the NALC member and the District Manager or designee will select the USPS team leader.

17. What do Joint Retention Teams do?

Joint Retention Teams will educate, assist, and monitor compliance with the program at installations with city letter carriers. JRTs assist in communication with stations to facilitate best practices. These teams may be responsible for:

* Periodic onsite station visits to review scheduling, route books and maps etc.

* Meeting with new employees to ensure they have received a welcome kit, introductions, and facility tour, are being communicated to, and working within the restrictions established by the MOU.

* Reporting back to the District Manager and National Business Agent or their designee.

* Conduct follow-up audits.



***Veteran's Day is November
11th.***

***Thank you to all those who
served!***

***The Branch Officers and
Stewards wish all the Members
and their families a
HAPPY THANKSGIVING!***

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To share any info, photos or original artwork for the newsletter or website send to Aprillitty@gmail.com

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