

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

Bill Revak Branch 908

South Jersey Letter Carriers

Atco, Barrington, Bellmawr, Berlin, Beverly, Blackwood, Bridgeton, Cinnaminson, Clayton, Clementon, Deptford, Edgewater Park, Egg Harbor City, Gibbsboro, Gibbstown, Glassboro, Glendora, Gloucester, Haddon Hts., Hammonton, Lawnside, Magnolia, Mantua, Maple Shade, Marlton, Mt. Ephraim, National Park, Palmyra, Paulsboro, Penns Grove, Pennsville, Pitman, Riverton, Runnemede, Salem, Sewell, Somerdale, Stratford, Swedesboro, Voorhees, Wenonah, Westville, Williamstown, Woodbury, Woodstown



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PRESIDENTS REPORT

Well, we finished our first unilateral inspection in our Haddon Heights section of the Camden Annex, and the numbers look pretty good for our routes, so we will now see what management intends to do with the results. They have 52 days to make any adjustments to the routes after the last day of the count. As of now, we have not been given any data from the inspection, and no carriers have been given their required consultation after the inspection, so this looks like a major grievance situation coming. I will update everyone at this month's meeting with the latest information I get from now till we meet.

The 6th and final contractual COLA have begun, and the first month's number stands at **\$146**, while retirees COLA stands at **2.8%** with another month still to come. For the record, if anyone wants to know, the total COLA accumulated since the contract began, stands at **\$3515.00** with one more COLA to come with a payment in March 2026. Carriers will also get a **1.5%** wage increase on November 15, which will be the last raise until a new agreement that will hopefully happen sometime next year. This is why we can never lose this in our contract and is the reason we need to stay active with our **Letter Carrier Political Fund**, because one stroke of the congressional pen can eliminate this negotiated benefit. Please consider joining our PAC if you don't already invest in this. We all have insurance for many things, so why wouldn't you want to insure your job future.

Next, if you have noticed if you have been on the National's website, you are seeing many new initiatives our leaders are taking, which I believe is a great thing. I guess the membership expressing their displeasure with the last agreement has made a huge impact, for the better. I know those haters out there think it's too late to change the mindset of our national leaders, but I tend to disagree, now that I see they are doing what the membership has asked all along. They are getting our members involved in the next round of negotiations with their input, so that tells me they really want to hear from us. It appears they are trying to be as transparent as they can with the membership, so hopefully, this is what they really want to do. Time will tell how all this will turn out, but I am always one to let things play out before being a Monday morning quarterback. If this is legit, we will know, if not it will be a death knell for our leaders. I say let's give them the benefit of the doubt before jumping the gun. They really do want what's best for the membership, not what others are trying to make you believe.

Next, we recently returned from the New Jersey State Convention in Atlantic City, where our own LCPF officer, **Ozzie Lecky** was re-elected to the State Board for another term. Congratulations Oz well deserved!

I would also like to welcome to the Bill Revak Branch 908 those members in our Riverton office from Palmyra, Beverly, and Edgewater Park, who were transferred into our branch from branch 540, thanks to President **Chuck Gousian**, for allowing those members to become one unit up there. We will now have our own steward, **Ty Nock**, in the office to protect the entire membership in the office. Welcome everyone, and please feel free to start coming to the meetings every third Wednesday.

I mentioned last month the NEERMP program for new employees, but it has been a slow start up in this district, as management has been dragging their feet in getting it started. I am hopeful by the time we meet in October, the program will have been started, and you will see new CCA's getting their

proper training, if not we will start grieving the lack of training the new CCA's should have been given.

Also, we had two new memos I read at last month's meeting that I will paraphrase here for those not in attendance and may not be aware. The first concerns the Annual leave Carryover for leave year 2026. The new number is **520 hours** that can be carried over from 2025 to 2026. This is only for next year unless a new agreement is reached. The other memo dealt with Monetization of Annual leave. This memo will allow career employees to sell back a maximum of 80 hours of annual leave prior to the leave year if you meet the following criteria. 1. The employee must be at the maximum leave carry-over ceiling at the start of the leave year; and 2. The employee must have used fewer than 75 hours sick leave hours in the leave year immediately preceding the year for which the leave is being exchanged. I have been told there will be more clarification on these memos going forward, so look for those updates in the near future.

Next, we have been getting reports that management is trying to send PTF's to other offices. Please take note, **PTF's cannot** be forced to work in other installations unless they agree to go. Also, it is addressed in article 12 about how a PTF can be involuntarily transferred to another installation. Management who is attempting this is in violation of the contract, and those PTF's should see your steward ASAP to file the appropriate grievances!

Lastly, I mentioned at our last meeting, our branch has been carrying the dues payments for 22 members for some time now. This has become a major financial liability for the branch which we must address starting next year. Our branch must pay **\$31.06** for each member each pay period, which costs the membership a lot of money. We do have a section in our by-laws that addresses this, it states, "**Effective January 1, 1992, Branch members in a leave without pay (LWOP) status who are receiving no type of pay or compensation shall be excused from the payment of monthly dues. Those on LWOP receiving any type of compensation, COP, OWCP, Administrative Leave, etc. shall be required to pay monthly the equivalent of the NALC National Branch, and State per capita tax.**" Seeing that we have a provision, we still need to come up with a branch policy that addresses a more detailed way to collect the dues from members in a status who are getting some type of compensation. I wanted to let those members who this affects, especially those in the NALC health plan, which will be coming up in November during open season, if you are not paying your dues come January 1, 2026, or do not make arrangements to pay the branch, you will be dropped from the NALC membership for lack of payment. We hope to have a more detailed policy by next month, so for those this affects, please be aware we will be contacting you to make arrangements for payment. Just so everyone knows, this is not a punishment for those who are in a non-pay status, but if you are receiving compensation, you are still getting representation from us, so the least you can do is pay your portion like everyone else. If you need any clarification or need to speak to me or any other officer, please feel free to reach out. Hope to see everyone at the **Hops for Hope on October 12th**, and the regular meeting on October 15th.

Gary DiGiacomo – President

COMMENTS FROM THE VP

FYI FROM THE EVP

We value your opinion; we want to hear from you the membership

Welcome everyone to the fall season, this month and the months moving forward. I am going to ask you the membership to reach out to me. I would like to find out any issues that you may be having, especially an office wide issue or questions. I will answer each and every one of you personally, as well through this monthly article. As we know, to ask management in your office a contractual question is most likely to lead to the wrong answer. So, bring it to us your representatives, let us explain whatever issue or question you may have. I sure hope to hear from members with the hope of helping you deal with work-room situations. We are currently in a unilateral route inspection in the Camden office, which includes a few zones that are part of our branch. First up was the Haddon Heights office, they just completed their week of inspections. The data shows well for them. We will see how this proceeds once we get to the consultations and see if we agree with their data. We as a branch had inspection training for the Haddon Heights carriers, the ones who showed up did very well and as usual the ones who didn't struggled. We put together a nice training class with power point visual talking points to really help carriers understand what we are teaching them about this process. No one likes these inspections, they generally turn out to be a wasted exercise and cost of money, you would think after all these years there would be a better way to do these things but as we know it's the Post Office and we don't, so we continue to do this unilateral process. One thing is certain we will work to exhaustion to ensure this inspection is handled properly. We have a few grievances that are being prepared to go to Arbitration in the next month. We will give you all updates on those once they are resolved. We have incredible shop stewards who are out here working really hard for you folks, the membership. Our Stewards go to all the training the national offers, they bring it home and apply their knowledge to help protect you. It is a thankless job; most that do the job do not want attention for their hard work. It makes me very proud to represent this great Branch knowing that these stewards are here protecting us. Also not to forget we are fast approaching daylight savings time as you may have noticed it getting dark earlier and earlier every day. I write about this subject at this time every year so I would like to go over this again. The most frequent question this time of the year is **"do I have to work in the dark?"**. The simplest answer is yes, I will explain to try and help you understand our responsibility. **M-00483 STEP4 States: "September 26, 1980, normally letter carriers deliver mail during daylight hours; however, there is no contractual provision which would preclude management from assigning carriers to deliver mail in other than daylight hours."** Simply put management can assign you work that could occur in the dark. If this is the case, we as letter carriers should understand that safety is on us. Meaning if it is dark and the delivery you are attempting to make is not properly lit and you feel you could hurt yourself attempting to deliver, you must determine whether or not to deliver. I would strongly recommend in this situation that you contact the office prior to return to inform the supervisor of the mail being returned and why. This is not to say an entire street can't be delivered, this is a house-to-house determination. If driving curbside, we do not recommend any interior lights on while in motion. Once you return to the office always inform the supervisor again, present the mail and request PS Form 1571 delayed mail report, make sure you get a copy, and it's signed by supervision. Do not just choose to bring back mail and say unsafe, be prepared to explain each address. Management's main concern is getting the mail delivered, that's all. We must be aware of the safety factors you simply will not be given guidance from management on this. Daylight Savings time is 11/2/25 through 3/8/26. Lastly, we will be hosting our annual **HOPS FOR HOPE on October 12th at the Double Nickel Brewery**. All money raised goes to **MDA** which is a great cause. If you have attended you know what a great time it is, spread the word to your co-workers to encourage them to come out for a great event and enjoy the day, plus the bonus is most are off the next day for Columbus Day hope to see you there. Always remember their bad day is 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

I wish to extend my sincere gratitude to **Pete DeSimone** of our Marlton Office for his dedicated service as both steward and trustee over the past 16 years. Pete has chosen to step down from his role, and I want to thank him for his commitment and contributions to the branch. One of the things that I would like to address this month is Dignity and Respect. The M-39 section 115.4 states it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities. The conduct, behavior, and communication style of management are key factors in determining whether they maintain professional standards with their employees. Let's face it we just want to come to work, perform our duties and at the end of the day go home but most of all we want to be treated with Dignity and Respect. We are a Union! It is important to support one another and advocate for respectful treatment in the workplace. Instances of inappropriate management behavior should be documented whether observed personally or experienced directly. Remaining silent may be misconstrued as acceptance of such conduct and can perpetuate disrespect. Ultimately, we need to hold management accountable for inappropriate behavior. The answer to last month's homework assignment is **Thief**. I want to encourage all our active members, retired members and CCAs to try to attend our monthly meetings. It is not only your chance to get valuable information on things happening in the Branch but more importantly to ask questions or voice your concerns to your elected officers. You can also grab a bite to eat, have a beverage of your choice, and meet and mingle with new and old friends. If any active, CCA or retired member needs my assistance on any issue please contact me anytime at (856)-906-2026 or 908vp@comcast.net. **Proud to be Union.**
Mike Powell – Vice – President

NEXT MEETING

The next regular monthly meeting of the Branch will be held on **Wednesday, October 15th @ 8 pm**, at the American Legion Hall, 502 Colonial Ave., 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, October 8th @ 7:30 and 8pm** respectively.

ATTENDANCE PRIZE NOW AT \$200

Had she been in attendance at the regular monthly meeting of the Branch on **Wednesday, September 17th Rebecca Aydt**, a member out of the Vorhees Office, would have been the recipient of the **\$175** attendance prize. The prize now increases to **\$200** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

WHY AREN'T YOU ON? (part 1)

The question I ask all active members (Regulars, Unassigned Regulars, PTF's and CCA's) is this, "Why aren't you on?" What I'm referring to is you having access to our employee app, LiteBlue. To be clear, Retirees and Gold Card Members ARE NOT IN THIS ONLINE APPLICATION (The Office of Personnel Management would be your source for postal related inquiries besides The N.A.L.C.). Since January 2023, LiteBlue has gone through new stringent security measures known as the Multi Factor Authentication (MFA). The MFA are the steps the current employee needs to take to log into their employee profile. Once the employee successfully completes the steps, they are on LiteBlue. The information I will cover in this month's article and December's are specific departments you will find in LiteBlue.

In my 20 years as a City Letter Carrier, The Postal Service rarely does anything right or "out in the open" with things. That is why THE VIRTUAL TIMECARD Feature is a significant section that was created. From the time you start work in the morning (your Begin Tour) on your scanner or when you swipe in at The Time Clock (If some offices still use them), every minute and hour is shown until you clock out at the end of the day (your End Tour). Under The VIRTUAL TIMECARD It will show the following, the day and date you worked, your start time (Begin Tour {BT}), your end time (End Tour {ET}), your total work hours, your total overtime hours, your total penalty

overtime hours and night work hours. Think about this, this is a great tool for our Shop Stewards to use when management practices falsification on an employee's daily VIRTUAL TIMECARD. For example, let's use Letter Carrier John. John calls the 1-877-477-3273(HR Shared Services) number an hour before he starts work and calls out. John uses 8hours of Sick Leave. Before he is done with the call and follows the automatic prompts, he takes down the confirmation number (which you should always record when you call out of work). Later that day around 1pm, John logs into his LiteBlue app and checks his VIRTUAL TIMECARD. On that day it should read the following: Sick Leave Regular Total: 08.00. If it says anything else such as Annual Leave or Leave Without Pay(LWOP), the very first thing John should do is take a screenshot of this for his records on his smartphone. If John is on his computer, take a screenshot with his phone. If John has a printer connected to the computer, print the page out. Therefore, having a record of the confirmation number and the printed page gives your Shop Steward good evidence to investigate the falsification that management practiced. To me, the VIRTUAL TIMECARD is a great thing for us because The Postal Service is showing transparency on the employee.

Another great feature on LiteBlue is the PostalEASE app. On this app there are various useful tools that can assist the employee. One helpful resource is the Net to Bank section. If you are an "old school" person like me who enjoys getting a paper check every 2 weeks, don't worry about this. However, if you are looking to go to direct deposit, then this is what you need. Under the Net to Bank section you would enter in the following to start the direct deposit process: financial institution name (either a bank or credit union), routing transit number, account number, and account type (savings or checking). Afterwards, the employee receives information about when the change will take place. The process is easy and simple.

A great thing to retrieve on PostalEASE is a copy of the employee's W-2 form. Other forms such as the 1095-C are available as well. Accessing PostalEASE to get these important pieces of documentation helps the employee during tax season. So, the question I ask you is, why aren't you on?

Finally, I want to thank this month's LCPF contributors: **Jim Glielmi** (increase adjustment, Stratford), **David Hogate** (Retiree, Elmer) and **John Prelas** (Retiree, Woodbury). My phone number is (856) 220-8658 to reach me for any matters in our branch. I thank you all for what you do every 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.)*

HEALTH BENEFITS

Hello brothers and sisters of branch 908. Optical reimbursement receipts should be sent to 201 Keats Court, Sicklerville, New Jersey 08081 from now on. Feel free to reach out to me if you have any questions or concerns at 856-404-3785. In solidarity, brothers and sisters be safe and healthy!

Daniel R. Knowles-Health Benefits Officer

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 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 through to get a good understanding of this new program. Last month we left off at question #6, we will continue from question

#7. Can a new employee's first day in their employing office, after Carrier Academy be on a Sunday?

A. No.

8. When can CCAs/PTFs be worked in a Sunday hub office other than their duty Station?

A. Beginning in week 9. The MOU restricts the new employee to working only within their employing office for weeks 1 to 8.

9. Do the weekly work hour limits include holiday pay and annual leave?

A. No. The MOU work hour limits refer to actual hours worked, but do not Include any type of leave, paid or unpaid (e.g., annual, holiday, LWOP).

10. When can CCAs and PTFs work seven days in a service week?

A. Beginning week 9, there are two situations in which a CCA and a PTF may work seven days in a service week.

- 1. CCAs and PTFs may volunteer to work a seventh in a service week.
- 2. CCAs and PTFs are not guaranteed a non-scheduled day during the “penalty overtime exclusion period”.

11. May CCAs/PTFs volunteer to work beyond the work hour limits?

A. No.

12. May the non-scheduled day of a CCA or PTF be on a holiday?

A. Yes, this would satisfy the requirement of the employee being guaranteed a non-scheduled day each week.

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

HOPS FOR HOPE

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. Bring a date, bring your friends. It’s a good time for a good cause. 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 let us know. No donation is too small. Some of our donors so far include **Wawa, Raising Cane’s, Nothing Bundt Cakes Deptford, Chick-Fil-A Sicklerville, Hair Cuttery Deptford, Top Golf, KPot Korean BBQ and Hot Pot Deptford, Urban Air, Grabbes Seafood, Filomena Deptford, 7 Brew Coffee, DiDonato’s Family Fun Center, Morey’s Piers and Waterparks, Dave and Busters, Belle Palace Nails, Auntie Ann’s, Costello’s Pizzeria and Wings, Hello High, Serano Sports Apparel, James Comuso and Shawn McBride** have donated a 40 inch TV and there’s more to come. The cornhole tournament will start @ 1:45. It’s \$20 per team to enter. Games will go to 11 and it will be double elimination. If you plan to participate, please send us a text. This will help keep things moving. See your steward for tickets and info or call/text April @ 856-885-1451 or Jason @ 856-503-5007. We will have a limited number of tickets available at the door.



David Jonczak, James Glielmi, Anthony Scardino, Mike Graff, RA Steve Wiley, James Boyle, & Shawn McBride
Post Office honors Anthony Scardino



Stratford Carriers

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.**

GRIEVANCE LOG

Pre-Arbitration Settlement

Sewell- The grievant will be provided a pay adjustment to reflect administrative leave for the dates of April 26, 2025, through September 12, 2025. Beginning September 13, 2025, the grievant will be coded as administrative leave.

Step B Decisions

Bellmawr- Management violated Article 16.5 of the National Agreement when they removed the grievant from a paid status prior to the 14 days after the Notice of removal was received at Step B. As a remedy, the grievant shall **be made whole for all lost wages and benefits for the dates beginning 03/23/2025 through 05/22/2025.**

Clementon- Management violated Article 17 and 31 of the National Agreement by failing to provide information as requested on July 18, 2025, in a timely manner. As a remedy, management is instructed to refrain from further violations of the contract and is directed to fulfill the outstanding request.

Hammonton- Management violated Article 10 and the ELM Chapter 5 via Article 19 of the National Agreement when they did not allow the grievant to work within her FMLA restrictions. As a remedy, management is directed to comply with the ELM provisions governing FMLA leave. Management will convert the 16 hours of FMLA LWOP to 16 hours of guaranteed paid time.

Pennsville- Management violated Article 41.1.A.2 of the National Agreement when they failed to provide the local union a copy of the PS form 1723 notice of assignment in advance of the carrier working as a 204B beginning on 11/02/2023. As a remedy, management is instructed to provide the local union with a copy of the PS form 1723 in advance of a detail beginning.

TURKEY GIVE AWAY

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

INSPECTION CLASSES

There will be classes prior to the route inspections held at the American Legion 502 Colonial Ave, Woodbury. In the past offices who have attended training prior to being inspected have done better and were more prepared. Bellmawr will be on 10/21 at 8pm. Gloucester, Mt Ephraim and Westville will be on 10/28 at 8pm. Remember knowledge is power!

PENALTY EXCLUSION PERIOD

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

Save the date! 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.

NON-UNION MEMBERS

- **Walter Lyons-Hammonton**
- **Tyrone Johnson-Riverton**
- **Luis Luna-Williamstown**
- **Dawayne Sanders-Williamstown**
- **Paul Heil-Woodbury**
- **Lawrence Trimmer-Woodbury**
- **Mark Robinson-Swedesboro**
- **Nicole West-Stratford**

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 **aprilitty@gmail.com**

Branch Attorneys

Uliase & Uliase

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