

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

**Return Service
Requested**



BUY AMERICAN - BUY UNION



Newsletter Committee: April Litty, Mike Graff, Allen Muff Phone: 906-2838 Fax: 227-0516 www.nalcbranch908.com
December 2025

Presidents Report

I would like to take this time to wish everyone a Merry Christmas and a happy and healthy New Year. As always, I will keep this month's report fairly brief, since I never want to dampen this time of the year when we should be focused on the good things in life and ignore those negative vibes that can surface from some.

By the time you read this month's newsletter, we will be head strong into our busiest time of the year, and I hope everyone stays vigilant in watching their surroundings. With the increase in robberies and assaults nationwide, our area is not immune to those criminals who are trying to steal packages from our customers. If you see anything out of the norm, please contact the authorities ASAP. Since management is not allowing carriers to start earlier, we are now all out in the dark, which makes our job even more challenging. Do your best to stay safe while out after dark. Just remember, you can never be disciplined for working in a safe manner but will surely be disciplined for not working safely. Please try and not have earbuds on while working outside, because this distraction will surely lead to trouble, since thieves look for those openings. Be smart!

Next, since the government shutdown has finally ended, I hope to have the latest C.O.L.A. information at this month's meeting, since it has been delayed because of the shutdown. Everyone should have received their last contractual raise last month, and with one C.O.L.A. remaining, will get that last raise in March 2026. With that being said, our national leaders are in the midst of getting all our concerns and issues addressed with meetings of branch leaders and members throughout the country, if you have been following the website and podcast of president Renfroe. It appears the national is listening to the members and trying to educate everyone on what they intend to do in this round of bargaining next year, which was lacking big time last round. Time will tell if they are sincere in doing what the membership is asking, and that will translate into who will be leading the membership in the years ahead. Stay informed about what is going on is my best advice to everyone.

Next, open season has come and gone, and I hope everyone made their choice to get into the plan that best suits them. With the rates of all plans rising a hefty amount, I can say the NALC HBP rose the least amount of all comparable plans. It appears we have had many new members join our plan this year, which I can guarantee you won't be sorry. Our health plan stands up to every other plan out there and keeps getting better each year. Remember, this plan is run by letter carriers and is for letter carriers and keeps looking for ways to keep cost down while increasing our benefits. Hope you joined.

Next, it is amazing how time flies. Last year we were waiting on the Social Security Fairness Act to get to the Senate floor for a last chance vote to get passed before the new administration came in, and lo and behold those CSRS members got the greatest gift possible, when it happened. The reason I am mentioning this is because when we have a cause that affects our members, our PAC continues the fight for these causes, no matter how long it may take, which is why the Letter carrier Political Fund (LCPF) is a must for everyone to be a part. Those of you who may have been a CCA or TE have an interest in the next piece of legislation we are fighting to get passed, HR-1522. Our LCPF chairman, **Ozzie Lecky**, has been educating everyone on this major piece of legislation, and asking everyone to sign up as a LCPF supporter.

Please join your brothers and sisters in this most important endeavor by signing up. This is one piece of insurance that is worth the small investment.

Next, management has finished the route inspections of our offices in the Camden Annex, and we are still going over the numbers, but it appears the carriers overall did well. That doesn't mean a whole lot these days in the world of C.O.R., but time will tell if management makes the right adjustments to the routes. The adjustments won't be happening until mid-January, so we will let everyone know how it turns out once it is implemented.

Last month I mentioned the branch's new policy on addressing our high number of members, currently 22, who aren't paying their dues and the process that we will be undertaking going forward. I just want to reiterate to those members; we aren't trying to penalize anyone who is out of work for whatever the reason they aren't in a pay status, we are just trying to address those who are getting paid and not paying their dues, but are getting representation from the union. I hope this clears up any confusion it may cause some of you. If you are one of the few that may be impacted, please feel free to reach out to us for more information.

Lastly, we will be voting on next year's budget, which was passed out and will be passed out again at the regular meeting for your discussion and vote. Hope to see everyone at the meeting to enjoy the shrimp, wings and beverage of your choice and the **\$250.00** attendance drawing for that member in attendance.

President-Gary DiGiacomo

HAPPY HOLIDAYS: EVP FYI

Welcome to the Holidays please still take time to try and enjoy the season, no matter how much we are working it is so important to still enjoy your families this time of the year. Please try and come out this month to our annual Christmas general membership meeting on 12/17/25. We always have great food and drinks (shrimp and fresh wings from the Golden Nugget Bar) afterwards, this meeting is a celebration for all of us members after a long year. Our Branch has such a long great history, we have grown over the years and continue to such as recently we gained Edgewater Park, Beverly, and Palmyra, along with last year coming up on a year anniversary of Clementon joining us. With this it shows the dedication and vision of strength in numbers. With us we gain so much knowledge and strength in numbers. Brothers and Sisters, we need this to be a future as one fighting together. Leadership is you standing together as one making an immovable wall of unionism that will not break. We will not be ignored, we will be heard from and it will be loud with a branch our size. As I wrote last month from the standpoint of work floor rules during this crazy month. Please don't allow management to ignore the contract just because there is a period of penalty exclusion, and the fact that data from this month doesn't count. They will tend to think there is no article 8 rules this month, and the delivery of parcels with giving credit to the routes they belong to. Be mindful that the contract is very much still the controlling document every month and every day. If you are on either work assignment or 8 hours only lists, and management tries to get you to work on other assignments or do parcels runs not for your route, please notify your Shop Steward immediately so we can address this and get it corrected ASAP or

through the grievance procedure. Our Shop Stewards are out there doing great work and are here to help the members. We have great representation who will fight for the members and will not allow management's attempt to intimidate and break the rules. We are extremely fortunate to have representation like we have in this branch; I am very proud to say these folks are representatives of the branch, it is a thankless job, and I really want to say thank you for all you do. On another note, a constant issue are Carriers that don't take breaks or lunches, please take them do not donate your time back to the Post Office because they would never volunteer to help anything in your life. I had the opportunity to attend the Conference of Presidents conference then followed by the Health Benefits Seminar this past November. There were a lot of jammed packed long days. The first conference focused on the Post Office in general with regards to our future and how we proceed along considering our non-stop fight to keep our organization from changing drastically, including our pensions, retirement ages, as well as our union rights. Recently federal unions have been under attack with attempts to dismantle organizations like us. Thankfully as you all know the NALC is very active, we rally when needed, we contact our representatives to the point we break their phone systems, and we go to capitol hill to remind representatives what is fair for us and how important we are to the public. This has worked with great success, please keep it up and don't lose that desire to keep our jobs. I attended the second conference for Health Benefits with our new Health Benefits officer **Dan Knowles**. We both learned so much and came home with this new knowledge to help you through this open season. Dan has brought a good perspective and ideas to his new position. This past week Dan had the idea of having 2 separate open houses for health benefits at the union hall. Thank you, Dan, for doing this on your own time and being so patient working with everyone who came out, you took the time to explain all the options and how beneficial the NALC Health Plan is. Dan is going to excel in this position please give his article a read he lists all his contact information and is very accessible. We have just finished the inspection in our Camden Annex; we are waiting to see their results we should have an update next month. I would also like to mention our LCPF Officer **Ozzie Lecky** and all his hard work raising contributions to our political fund. There is no one in the country better at this than our very own Ozzy. I can only hope the National does not waste any more time not utilizing you more. The amount of political work you do is endlessly exhausting, yet you smile and are full of life every day. We all know how much you do for all of us let's hope the National wakes up and taps into your skills I am truly perplexed by why it has not happened yet and we have a lot of carriers in this state who vote for NALC elections and are active politically. I believe the entire state of New Jersey has the same opinion so thank you for all you do. Also hope to see you all at our kids Christmas party on Sunday 12/7/25 bring your children out for fun, food, drink, and the Big Man himself Santa every kid will leave with an American made toy as well. If you have any questions about this, please reach out to me. I will be more than happy to explain. If I don't see you at this month's meeting, I would just like to wish you all a happy safe Holiday season enjoy it, don't get too stressed here at work. Always remember their bad day is not yours, they also have a responsibility to follow the rules. **Stay Strong, Strength in Numbers.** **Executive Vice President Shawn McBride (856)649-9317**

Comments from the VP

I want to wish all our active and retired members and their families a Merry Christmas and a Safe, Healthy, and Prosperous New Year. It has been a privilege to serve as your Vice President and Steward at the Camden, aka shit-hole Annex, for the past year. Approximately eight years ago, I initiated our branch's involvement with the Angel Tree program, which supports underprivileged children. Last year marked our final participation, and I would like to extend my sincere gratitude to all branch members—both active and retired—who have generously provided Christmas gifts for more than 150 children over the past eight years. I would like to thank our branch's officers and shop stewards for their excellent work on behalf of our members throughout the past year. I want to thank the Vomas at the annex, **Doug Smith**, and **Sean McGowan**, for the excellent job they have done this year. Finally, as the holiday season approaches, I would like to focus on its spirit of joy and goodwill. Accordingly, I will refrain from discussing any of the many atrocities at the Camden Annex at this time. I would like to extend a warm welcome to our new members joining the Riverton office from Palmyra, Beverly, and Edgewater Park, following their

transfer from branch 540. I wish you all a Merry Christmas and a safe, healthy, and prosperous New Year. I encourage all active members, retired members, and CCAs to join our monthly meetings. **Knowledge is Power!** These gatherings offer you the opportunity not only to stay informed about what's happening in the Branch, but also to ask questions or share any concerns. Plus, you'll have a chance to enjoy food, drinks, and connect with both new and familiar faces. If any active member, CCA or retired member needs my assistance on any issue please contact me any time at **856-906-2026** or 908vp@comcast.net. **Proud to be Union. -Mike Powell-Vice President**

Health Benefits

Hello Brothers and Sisters of Branch 908. I want to thank everyone who came out to the health benefits Q and A session on November 24th and November 30th. Sitting down with all of you to help you with your insurance coverage was truly two great days for this union and for myself. December 8th, 2025, is the last day of open season. If you have not made the necessary changes to your health, vision, or dental insurance you must act now. I highly recommend taking a long look at our NALC plan that our great union offers. The NALC plan was designed by fellow letter carriers to meet our specific needs. While the NALC plan offers comparative coverage to the other insurance companies you will find that it has the potential to save you thousands of your hard-earned money this coming year in 2026. While insurance companies, for example Blue Cross Blue Shield saw their premiums skyrocket by 28% the NALC plan chose to keep our carriers in mind. The NALC plan doesn't just offer great comparative coverage but also offers programs such as Hinge and Hello Heart who they partner with to get us the most bang for our buck. Our NALC plan also offers telehealth so we can have doctors' appointments right from the comfort of our own home. The NALC plan is strongly built around mental health awareness. Mental health has never been more at risk in our country as it is today. Our NALC plan gives us virtual access to personal physical therapists in order to keep those nagging injuries as pain free as possible. I know it is hard to switch from an insurance plan that you have always had but if you are not convinced by all the benefits I have listed here please feel free to give me a call and I will personally go over our plan's coverages with you. No one should feel alone in making this decision and that is why I am here to help you and your families make this decision together. My phone number for calls and text messages is **856-404-3785**. In solidarity, brothers, and sisters!
Daniel R. Knowles-Health Benefits Officer

Why Aren't You On? (The Conclusion)

In October's article, I asked the million-dollar question to our Active Members: "Why Aren't You On"? The question I'm referring to is why you are not on LiteBlue? In October's article, I explained (Part 1) the different features that are of the utmost importance to us as employees in The Postal Service. This month's article concludes with additional sections you will find in LiteBlue.

The ePayroll App provides information about your weekly paycheck. The week the employee is paid, the online paycheck is available for view usually late Sunday night or early that Monday morning. The ePayroll is split up into 5 sections of the check: paid hours, leave & retirement information, additional pay & other compensation, deductions, and adjustments. Under the paid hours part, the following is shown for weeks 1 and 2: the work hours, overtime hours, penalty and extra penalty overtime payment, night work premium hours and specific leave used that pay period (Annual, Sick, LWOP, etc.). The leave & retirement feature shows your Annual and Sick Leave balance, other leave info (Re:LWOP{Leave Without Pay balance}), the Retirement Balance you earned as an employee, the FERS USPS Thrift Contributions the employee is donating, the insurance income and earnings statement messages (this includes leave negative earnings and pay adjustment process statements). The additional pay & other compensation part shows the gross pay for that particular week in the employees' paycheck and the total year-to-date earnings of the employee. Total Adjustments Gross will be found here as well (I'll explain in a bit). Deductions include all the descriptions of parts taken out of the employee's check. Social Security, Medicare, Health Insurance (Medical, Vision and Dental), the Thrift Savings contribution (the dollar amount per pay) and Union Dues are examples of deductions shown in this department. Finally, the Adjustments portion is located at the

bottom of the ePayroll section. For instance, if a Shop Steward settles a grievance where money is agreed to be paid out to the employee(s), the dollar amount of the money is shown here. Under the adjustment, the following would be highlighted: the pay week number, description, hours, and amount. Next, the total adjustment gross is calculated at the bottom (Just like in the additional leave & other compensation part section of ePayroll). Finally, the net adjustment is shown (w/ the final dollar amount after the subtraction of taxes).

Employees in this federal organization need to be treated with DIGNITY AND RESPECT from management. If YOU, the employee, have ever experienced harassment or discrimination, you can file an EEO complaint in LiteBlue. The steps are very simple to navigate. On the main LiteBlue Website page, click on the tab "MY HR". Afterwards, you will locate at the bottom of the EEO Programs section: "EEO Policy & Process" link. Please click on that and then you will find the link on the next page titled: "How Do I file A Complaint"? Complete all the steps and **congratulations!** YOU, the employee, have officially filed an EEO complaint.

Under Employee Applications, eReassign is a popular link for employees who wish to transfer in state or out of state. The eReassign section is under the Bargain Unit Reassignment (BUR) department. Submitting a reassignment request, view the status of your request and view offices and positions within each district are examples of information found in the BUR.

Now the good news! I'm very proud to say I can help YOU, the employee, gain access to LiteBlue. Over the last year and a half, I have helped members up and down The Garden State with this difficult task. As we say goodbye to 2025, please make it a New Year's resolution to obtain your important information online...so the question I ask again is Why Aren't You On?

Finally, I want to thank our latest contributors to LCPF: **Marc Bannerman** (Clementon), **Don Caswell** (Retiree, Woodbury), **Ty Nock** (Increase Adjustment, Edgewater Park), **Sean Parks** (Riverton), **Sara Tatta** (Beverly/Edgewater Park) and **Carolyn Thomas** (Increase Adjustment, Atco). My phone number is **(856) 220-8658** to reach me for any matters in our branch. I want to wish you and your family the happiest holiday season and Happy New Year! **In Solidarity, 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, December 17th @ 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 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, December 10th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$250

The attendance prize increases to **\$250** and will be won by a member in attendance at the December 17th meeting!

Turkey Drawing Winner

At the regular monthly meeting of the Branch on **Wednesday, November 19th**, **Allen Muff**, of the Sewell office was the winner of the Annual **Jack Bittner** Thanksgiving Turkey Giveaway. Thanks to Assistant Treasurer **Jim Comuso** for donating this year's turkey.

Proposed 2026 Branch Budget

The proposed 2026 Branch Budget, which has been approved by the Executive Board, was presented for the review and consideration of the membership in attendance at the regular monthly meeting on November 19th. The proposed budget will

be open for review, discussion, consideration, and vote at the regular monthly Branch meeting on December 17th.

Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5 of the National Agreement between the NALC and the USPS, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. This year, the December period begins **11/29/25 and ends 12/26/25**. **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

Santa is coming with American made toys! There will also be food, crafts, games, and the Grinch! Sunday December 7th, 12-3pm @ the American Legion 502 Colonial Ave, Woodbury. Bring your children and grandchildren for a fun family day.

Housing Chairman

Hello Brothers and Sisters, my name is **Steve Elias** and I have the privilege of being your Housing Chairman for Branch 908. Part of my duties include setting up for the meetings and running the uniform closet in our union hall basement. If you are new to the city letter carrier craft, or if you need something to carry you over until your next allotment, please stop by every third Wednesday of the month at 8pm to pick up some uniforms. Also, if you are retiring and want to donate your gently used uniforms you can do that as well. Lastly please join us on 12/17 for our big shrimp and wings meeting, I hope to see everyone there. Merry Christmas and Happy Holidays! -Steve Elias

The Officers and Shop Stewards of the Branch would like to take this opportunity to wish You and Yours a Happy Holiday Season and a Happy, Healthy, and Prosperous New Year!



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

106 White Horse Pike, Haddon Heights, NJ 08035

(856) 310-9002