

908 News

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

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



Newsletter Com: April Litty, Mike Graff, Allen Muff Phone: 906-2838 Fax: 227-0516 www.nalcbranch908.com
January 2026

Presidents Report

Happy new year everyone. I hope you and your family had a great holiday season. As we move forward in 2026, I want to let everyone know this will be my last report as your branch president, as I will be stepping down effective February 1, 2026. When people asked how long I was going to stay on as president after I retired from carrying, my answer was always, until I feel confident that my next successor would be able to give this branch the proper leadership it deserves. I never thought I would be here 15 years later, but time flies when you are having fun. Seriously though, I didn't have to look to far into the future, as EVP **Shawn McBride** was that person I saw, who would be the next president of this great branch. It was just a matter of time that I envisioned him taking over for me and now seems to be the right time for him to take over. I am not going away but will do whatever Shawn needs me to do while he transitions into his new position. In my 15 years leading this branch, I can honestly say I feel very confident that Shawn will be very successful in moving our branch forward. He has shown all the qualities of a good leader, and that is all you can ask of someone when they are undertaking a huge task of running a branch of this size. I only ask you to give him the time and patience you gave me when I first started. He will bring our branch a lot of energy and passion, as he has always had that dog mentality when it comes to defending the members and fighting management when necessary. Our branch will be in good hands with Shawn in command. I am not saying goodbye, but am saying hello, to the next phase in our branch's long history of representing its members.

Speaking of our members, I would like to give a huge shout out to the 104 members who attended our Christmas meeting this year. This was by far our largest turnout that I can recall as branch president, and it was such a great sight to see standing room only for the meeting. I hope to keep that turnout going forward, since we can all gather more information and share with those we work with to help with the battles we will be facing. Our branch is continuing to grow, and if you think you would like to get involved with our local in any capacity, please feel free to start coming out to the meetings and learn what it is all about. Remember, all of you just getting started, are the future of this great union, and we need new faces to carry the torch forward. Think about it if you may be interested as we will be having elections this year for all positions. Come out and see what your elected officers do to see if that may be something you want to commit to.

Next, the C.O.L.A. numbers are in for December, and it looks like the number stands at \$166.00, with a few more months to go for our last raise in this contract period. Speaking of the contract, our National Agreement will expire this year, and if you have been following the national website, they are continuing to bring Rank and File members into DC to help work on issues the members believe will better prepare our leaders when it comes to negotiating a new agreement. Our own recording secretary, **April Litty**, has been selected to be a part of the next team to brainstorm ideas for the next contract this month, so it will be nice to hear from her first-hand what she did and if this latest idea is

something worthwhile. Hopefully, she will report to the membership at this month's meeting on how it went.

Next, many of you who were at last month's meeting heard me mention the postal service will be notifying eligible employees they will receive a supplemental W-2 form for a temporary tax deduction for qualified overtime compensation. How it reads in the Big Beautiful Bill Act, is eligible nonexempt employees will be able to deduct the premium portion of overtime pay. I guess we will all see who this affects when they start sending out the letters. I am hopeful we are all included in this bill since the postal service notified the union of this upcoming change. Stay tuned for more information as we get close to that time of year.

Next, attendance related discipline is starting to become an issue. Remember, you are required to be regular in attendance, so please make sure if you have a medical condition, you apply for FMLA protection, so management can't come after you for something that you should be protected for. On that note, when you return to work after an absence, it appears some managers are starting the "**welcome back**" packet nonsense again. Just remember, this is a local form with a bunch of nonsense material they want to shove in your face and ask you to sign off on. Please **do not sign** this form, but if they would like to give you time on the clock to read their attendance guidelines, by all means sit there and get paid to read the ELM articles they are giving you. I can bet you 99% of the managers don't even know what they are handing you! They are being instructed by their POOMS to do it! We have grieved this issue numerous times in the past, and won each time, so if they are doing it in your office, see your steward to file a grievance.

Next, we have been given notice that management intends to do more route inspections this spring. I haven't been notified which offices are going to be looked at, but I can tell you if your office has auxiliary routes, or if your office is doing a lot of pivoting for undertime, you can expect to be on that list. We have been preaching our message ad nauseum, stop running through your routes by skipping lunches and breaks and comfort stops, and working in an unsafe manner. The times you are taking away from your routes will only lead to your office losing routes, and who knows if they take enough routes out you could possibly be excessed out of your installation depending on your seniority. Just remember, the route you save may be your own. Also, if route inspections are to be conducted in your office, we will once again hold training to get you ready for the onslaught.

Lastly, it appears the district has decided to stop giving our million-mile award to safe drivers and the \$500.00 check that has been a past practice in this district for the last 40 years. Suddenly, the POOM, Ariel Bryant, who I am sure is being instructed from the district manager, to say the \$500.00 incentive award is no longer being approved, when the Postmasters request them. I am not sure why they have taken up this new approach, but they should be embarrassed to not want to show this small token of appreciation for a carrier who has worked for 30 years accident free. I guess the money they are spending on parties and events for themselves is more important than recognizing those

carriers who actually deserve it! Shame on those who have decided to take this pathetic stance. It's not over!

Once again, it has been my extreme pleasure to lead this branch as your president, the Bill Revak Branch 908, for the last 15 years. I couldn't have made it this long without the support from all of you. Thanks again.

Hope to see another nice turnout at this month's meeting.

President-Gary DiGiacomo

FYI From the EVP: Winter Has Arrived Be Prepared for the Weather Coming

The words I am going to type will be an inadequate attempt to express the grief and sorrow for the loss of Frank and Linda Ingemi's son Logan Ingemi. Brother Frank is a Trustee and Shop Steward in our branch, but more importantly a family man and a father. My condolences to you and your family, memories and love are eternal. We will be here for you and support you and your family.

I must continue as hard as it is to discuss business such as the upcoming months of potentially bad weather. I have written about the following subject before; I would like to remind all of us of some tips on how to handle the weather we are sure to encounter in the next few months. This month is a good opportunity to discuss how we handle snow conditions, particularly when it comes to walking between houses. Management will have you believe that snow/ice conditions do not affect delivery or your times. Obviously, that's completely wrong. Management does not factor in the safety issues of cutting lawns when you can't see the surface below the conditions. Here is the proper response to these situations. **M-00273 June 15, 1978, Step 4 MOU:** Postal Service policy does not advocate that management issue blanket orders requiring letter carriers to cross every lawn or take every shortcut. **Lawn crossings are governed by Article 41.3.N which provides the following:** Letter Carriers may cross lawns while making deliveries if customers do not object and there are **no particular hazards** to the carrier. A good example is Arbitrator Garrett stated in his Cincinnati Lawn Crossing decision (NC-NAT-13212, August 20, 1979, C-03228) National Arbitrator Sylvester Garrett did not set down clear standards for determining when customers have objected to "carriers" crossing their lawns and when hazards exist which would make crossing lawns unsafe. Garrett did set down the following general guidelines: A carrier may be instructed broadly to take all "obvious shortcuts" and to cross all lawns where there is no reason to believe the customer may object. However, the determination of what constitutes an obvious shortcut or whether a hazard exists is made in the first instance by the **carrier. The carrier's judgment** can be exercised only in the light of the specific conditions at the location involved. A supervisor may conclude, after personal observation and discussion with the carrier, that a particular lawn should be crossed and order the carrier to cross the lawn. The carrier may not ignore such an order with impunity. His remedy is to file a grievance. However, discipline should not be imposed upon a carrier who had exercised his discretion and not crossed lawns, merely because a supervisor later decides that some of the lawns could have been crossed. The determination of what constitutes an obvious shortcut or whether a hazard exists is made in the first instance by the carrier. So please don't take weather conditions as a blanket reason to not cut lawns, rather determine on a house-to-house basis. Remember this is your determination, just be prepared to explain each instance if questioned. A blanket order just to cross lawns is not in itself a reason for discipline. If you are being forced to do anything different than the points described above, please notify your Shop Steward. Now that "peak season" has come to an end please be mindful of protecting your route assignments. Data collected for route inspections are omitted during the month of December, so now that the month is over data will start being collected again. We don't know where the inspection process will go next so be aware we are all having data collected for that purpose possibly in the near future. If you drop a piece of your route on a given day for any reason, it could be good practice to ask the following day to be shown the data credited to your assignment. If you're not comfortable asking or management gives you a hard time, simply ask your steward to look into it. We must be mindful of protecting ourselves. Management won't help you protect your route only you can. I can always be reached if you have any questions about inspections and what you could do to help protect your route better, please feel free to do so.

I would like to congratulate our Branch Secretary **April Litty** for her recent graduation from the NALCs Leadership Academy. This is a tremendous accomplishment and achievement that takes a lot of hard and exhausting work to graduate from. April now joins our LCPF **Ozzie Lecky** as our first 2 from this great branch to attend and graduate. April was also chosen to attend the NALCs Rank and File Bargaining Committee at our National Headquarters training facility, which is now part of the bargaining process of the new collective bargaining agreement that the NALC will begin negotiating later this month. Once again congratulations that is a huge honor as well that we know you will give it your all for.

Branch 908 is an extremely strong branch it is my hope that you Brothers and Sisters see how tirelessly all our Officers and Shop Stewards work for the membership, because it is you the members who deserve all our attention and fight for all your rights. We have great Stewards they are prepared to fight for you at any time. I hope that you all had a great holiday and took time to enjoy those close to you. Always remember their bad day is not yours, they also have a responsibility to follow the rules. **Stay Strong, Strength in Numbers. Feel free to reach out to me if you have any questions.** Executive Vice President **Shawn McBride (856)649-9317**

Comments From the VP

Happy New Year to all our active and retired members, as well as their families! I would like to extend my sincere appreciation to all members of Branch 908 for your ongoing support and trust in my leadership as Vice-President over the past 10 years. Throughout my tenure, I have consistently prioritized the concerns of our branch and have remained committed to fulfilling any responsibilities entrusted to me. Thank you also to our dedicated carriers and CCAs for your excellent work throughout the year, especially during the busy holiday season. As always, I encourage you to start the New Year by reviewing your Personnel file for any errors or disciplinary actions that should have been removed. The Postal Service, following OPM guidelines, has transitioned to digital Official Personnel Files (OPF), which you can conveniently access from Light Blue on your home computer. I know I am repeating myself, but I would like to remind all our active members to do your routes safely and professionally. Do not let management pressure you to rush. Take your scheduled lunch and breaks, and use the time needed to finish your route securely. Be sure to make plans to attend our annual Branch Banquet on Saturday, April 11, from 7 to 11pm at the Elizabeth Ballroom in Gloucester City, NJ 08030. **Tickets are \$20 for active members and guests, and \$10 for branch retirees**, available starting February 1. For tickets or information, contact **VP Mike Powell at (856)-906-2026 or 908vp@comcast.net**, or reach out to your shop steward. Next month, I will share the names of retirees who will be honored. Route inspections at the Camden Annex, referred to as the "Shit Hole," reportedly cost around **\$3 million**. The stated aim was to eliminate 10–12 routes, including all auxiliary routes. In zone 908, our 5.5-hour and 2-hour auxiliary routes were cut. The inspection team found most routes at or above 8 hours with minimal deductions. Despite collecting this live data, the CORE process later reassigned territory using computer algorithms, resulting in carriers having territory they have delivered for years being moved and raising concerns about disregarding the inspection results. According to information from the district, there are concerns regarding the company's management integrity and its approach to the upcoming route adjustments scheduled to go in effect on January 10th. The previous instance of route modifications resulted in a restoration to the original routes after a 60-day review period. I encourage all active members, retired members, and CCAs to attend our monthly meetings. These gatherings provide an important opportunity to receive updates about Branch activities and, more importantly, to ask questions or share concerns directly with elected officers. Meetings also offer a chance to enjoy refreshments and connect with fellow members. If any active, CCA, or retired member requires assistance on any matter, please feel free to contact me at **(856)-906-2026 or 908vp@comcast.net. Proud to be Union.**

Mike Powell – Vice – President

NALC Health Benefits Plan

Brothers and sisters of branch 908 I hope you had a happy and healthy New Year! You should have received your new insurance

cards via mail by now. If you have not received them now is the time to reach out to me or the NALC health benefit plan directly at (888)-636-6252 from Monday through Friday from 8am to 6pm. Whether you are a new member of the NALC plan or an already existing one make sure you take full advantage of all the benefits our great plan has to offer. Hello Heart is one of my personal favorite partners that we as members have access to. Hello Heart will personally mail you or your significant other a blood pressure cuff free of charge. In only a few short days you can have access to a device that links your phone right to the blood pressure cuff to help you keep track of your levels. Between 33%-41% of American adults don't even realize they have high blood pressure. That means around 4 out of every 10 adults are unaware of the silent killer with few noticeable symptoms. Do not wait to take advantage of such a monumental benefit of the NALC plan. Whether you are a member of the high option or the consumer driven plan you have access to Hello Heart. Another great partner of the NALC plan is myCVS On the Go app which can help you manage your prescriptions. The app is super convenient to use for refilling and transferring prescriptions while letting you see your prescriptions history. All you need to do is go to your app store on your apple device and download it. If you have an android, make sure to go to your google play to locate and successfully download this beneficial app. A reminder that all Optical Reimbursement Fund receipts must be mailed to **201 Keats Court, Sicklerville, NJ 08081**. If you have any questions or concerns, please don't hesitate to reach out to me at **(856) 404-3785**. I am here to work for you, my fellow union members of branch 908. As always, in solidarity my brothers and sisters.



Daniel R. Knowles-Health Benefits Officer

The First 100 days As Postmaster General

On November 14th, 2025, in Washington D.C. an open session meeting took place where Postmaster General(PMG) David Steiner delivered a report to The United States Postal Service Board of Governors. The report focused on what Steiner learned in his first 100 days on the job. Steiner says, "I also see a renewed push for the relevancy of our mail products and services. We are poised to draw from our growing market reach, vast infrastructure, steady workforce, transportation refinements, and of course our vibrant brand, to seize new commercial and public service opportunities that generate the revenue needed to sustain our universal service offering". One public service opportunity that would generate revenue for The Postal Service is alcohol. Currently under law, The Postal Service is prohibited from shipping alcoholic beverages. Ironically, our two main shipping competitors, UPS and FedEx (Steiner's former employer) are allowed to do so. In the 119th Congressional term, there is a bill called The USPS Shipping Equity Act (H.R. 3011). Sponsored by **Dan Newhouse** (R-WA), H.R. 3011 would give our federal employer the freedom to ship beer, wine, and other spirits. Picture this, think about the shipping pickups Letter Carriers across this country would be handling. Small and large business accounts with liquor stores, breweries, and vineyards. If passed and signed into law one day, the estimated annual revenue is a little under \$200 million dollars for The Postal Service. If I were you, Mr. Steiner, I would already be coming up with a long-term financial projection plan to this important financial piece to the puzzle. In addition, I would be walking myself to Capitol Hill everyday

(from L'Enfant Plaza) meeting with democrats, republicans and independents asking for their support for this bill. The term I'm referring to is lobbying.

Another topic that was brought up is the first and last mile. Steiner believes the revenue in this area can grow if we open this business opportunity to all customers, big and small. By definition, first and last mile refers to the initial stage and final stages of moving goods(from the origin to a central hub and from a hub to the customer/destination). Steiner says, "However, I do believe that our greatest asset-our first and last mile. I believe this undervalued our reach, limited business partnerships, and restricted revenue generation. We can, and will, better utilize and monetize our first and last mile assets". Furthermore, Steiner reported on having discussions with a number of retailers about different delivery options. At the end of the day, we need to think outside of the box when it comes to this federal organization. The PMG and his team **MUST** come up with ideas on how we can put this place back on a better financial footing.

Finally, The PMG touched on the returns market. Steiner echoes this saying, "With our huge first-mile footprint of over 33,000 facilities, we should be the most convenient returns facilitator across the United States". **WE SHOULD BE!!** If customers are going to places like The UPS Store and Kohls to drop off packages to be returned, why in the world isn't The Postal Service going after more of this piece of the pie?

In my opinion, Steiner said many things that sounded good with no whispers of cutting services, employment and having negative comments about the postal unions. However, actions speak louder than words. The actions **MUST** be practiced under this PMG in order for us to survive moving forward.

In other news, I want to thank our New Year's contributors: **Jason Axilbund, Kevin Breitenstine, Boyd "Bud" Burrows, Mario Illiano, Ronald Iuliucci, Matthew Maher, Keith Mitchell, Steve Petrillo, and Mike Rofrano**. My phone number is **(856) 220-8658** to reach me for any matters in our branch. Please stay safe and see you all at the January 21st meeting.

Fraternally, Ozzie Lecky

**(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.)*

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old-age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over the nation, it carried to secure shores not only itself but the whole society."

- Martin Luther King Jr.



Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, January 21st @ 8 p.m.**, 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 p.m.**, and the Shop Stewards @ **8 p.m.** The next meeting of the Executive Board and Shop Stewards will be on **Wednesday, January 14th @ 7:30 and 8pm** respectively.

Attendance Prize Winner!

At the regular monthly meeting of the Branch on Wednesday **December 17th**, **Nick Russo**, a member out of our **Blackwood Office**, won the **\$250** attendance prize. The prize now stands at \$25 and will increase \$25 per meeting, up to a maximum of \$250, until a member in attendance has their name drawn.

2026 Branch Budget Approved

Those in attendance and eligible to vote at the regular monthly meeting of the Branch held on December 17th unanimously approved the Branch 2026 Budget. The budget estimates the receipt and expenditures of the Branch at \$337,802.00 for 2026.

Save the Date

Annual Branch Banquet – April 11, 2025, start planning to attend now. The Annual Branch 908 Banquet will be held on Saturday, April 11, 2026, 7 – 11pm at Elizabeth's Ballroom located at Highland Blvd. & Sylvan Ave., Gloucester City N.J. This is a great night to eat, drink, dance, and socialize with good friends and especially to honor those members who have retired in the past year.

MDA

We will be doing a block pool for the big game this year. <https://superbowlpoolsite.com/contest/627434> is the link to purchase a block for \$25. See your steward to purchase a block without the link. Half the proceeds will go to MDA. All contest rules can also be found on the link. We will be selling raffle tickets throughout the spring for a chance to win a PS5 and gift cards at the June meeting. Tickets are \$5 each and will be available to purchase soon from your shop steward, at the general meetings or you can call/text **Jason Dempster 856-503-5007**. All proceeds benefit **the Muscular Dystrophy Association**.

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 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 17.

MENTOR:

18. Q. Can a CCA or PTF be selected to serve as a mentor?

A. Yes, if they meet the requirements of being a mentor as outlined in the program.

19. Q. What if a new employee doesn't want a mentor?

A. Mentor and Mentee in this program are voluntary. While the parties have a joint expectation that mentoring relationships will last for a period of four calendar months, the mentorship may be terminated by either the mentor or mentee at any time. In these

circumstances, when practical, efforts will be made to jointly assign a new mentor to the newly hired employee.

20. Q. What is the definition of regular meetings between mentor and mentee?

A. The intent regarding regular meetings is not to set specific schedule or number of minutes per day/week. Rather, the intent is to maintain regular face-to-face meetings between the mentor and mentee sufficient to support the new employee and gauge their development. This can look like:

*Five minutes a day in the morning during the carriers initial learning period.

*A short meeting once or twice a week as the carrier begins to gain mastery of their new skill.

*A three-minute phone call around handling a street issue. Meeting time and frequency should be adjusted based on the individual's development. A new carrier who acclimates more quickly may need shorter and/or less frequent conversations than someone who is struggling with mastering the skillset.

Regular meetings do not mean:

*A required number of minutes each day (reasonable times of a few minutes per day appropriate for your situation are acceptable).

*A required number of times to meet each week.

*A required day or time to meet (this does not preclude setting a meeting schedule that is mutually agreeable).

Non-Members

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

If you know someone who is not a member but would like to be, tell them to see their steward or they can contact any branch officer, and we'll take care of them.

To share any questions, comments, original artwork, or photographs send them to aprillitty@gmail.com.

**Check us out online @ nalcbranch908.com
And on Facebook NALC Branch 908**

Thank you all for your hard work throughout the year, especially the Holiday season. The Branch Officers wish you a happy, healthy, and prosperous New Year!



Branch Attorneys

Uliase & Uliase

**106 White Horse Pike, Haddon Heights, NJ 08035
(856) 310-9002**