

908 News

NALC Branch 908

AFL-CIO

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08012

Bill Revak Branch 908 South Jersey Letter Carriers

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February 2026

Presidents Report

I want to thank our President for the last 15 years **Gary DiGiacomo** for giving me this incredible opportunity to become the 5th branch President in this great branch's history. **Gary** has been a great mentor to me and a friend. He has worked so hard to take this branch to this level. Day or night he worked around the clock to be there for each and every one of us, I know this personally probably no one bothered him more than myself. I am very thankful he will be staying on as the Executive Vice President; I will lean on him greatly to ensure this transition goes as smooth as possible. I would like to thank some people who also mentored me on this crazy journey. Unfortunately, which is very sad for me that some of them are no longer with us on earth. **Steve Lipski** was president of the branch when I started as a steward. He was so great to deal with he always had time to speak to me and help me always encouraging to push me to do more. This was a goal of his to see me in this position one day I wish he was here to thank in person. **Joe Walder SR** was the first person to push me to get involved and become a steward. **Joe** always had plans for me whether I agreed or not, he would just say you're going to do this run for this and that he had all the plans. **Joe** and **April Litty** would plan it all and tell me later, which was always their inside joke to me. **Joe** started as a co-worker then became one of my closest friends who I dearly miss and wish he was here right now I miss all the hours after meetings with him and **Steve Lipski** at that bar. A **Joe** quote "you learn more at the bar than at any meeting" we called him the profit. Branch Vice President **Mike Powell**, my friend my brother we have been through a lot together we started this journey together running for our first officers' positions. I can't put into words how much I appreciate all your support and continued advice. Of course, I cannot thank anyone more than **April** and our kids **Dennis** and **Joseph**, you all put up with me being so busy with my union work. Thank goodness you know when to say no shop talk which I constantly need to be reminded of I can be pathetic with working nonstop. The truth is what makes this branch great is all these examples of how no one puts themselves before what's best for the branch. The selfless leadership to want everyone to get involved and to want them to succeed is rare. I talk to a lot of other branches most do not have this dynamic and that will not change as long as I'm involved. Thanks to all the stewards and officers' you guys rule you know how I feel about you all. Thank you all and I promise to work tirelessly for you all.

Now let's get into the business of the branch with what's going on. We are in the 60-day window evaluating the recent route adjustments that were unilaterally completed in the Camden office. March 10th will be the 60-day mark, we will then be filing grievances if the routes are not as close to 8 hours as possible. It's early but it appears most routes are grossly overburdened. I am sure this will only be addressed through the grievance procedure. I highly doubt management will do the right thing and work with us to adjust the routes properly. We will keep you informed and updated as we move along. We are also going to all the offices in our branch, as it's a new year, having Labor Management Meetings. If there is anything someone wants addressed in their office, feel free to contact myself, **Gary**, **Mike Powell**, as well as your steward to put these issues on the agenda. I personally believe in these meetings as an opportunity to discuss and clarify issues in your offices. We want you to know and to see we are

here for you and will protect each and every one of you. We have a lot of grievances being impassed at the step B level. This is by design by management to clog the system up and not work within the language of our national agreement, which is to settle at the lowest level. In turn they choose not to do this and instead go to arbitration which leads to more costs for the company. Also, this leaves cases unresolved until a hearing can be scheduled. Management has a pathetic history of non-compliance when it comes to following the contract. If you want to know some facts, recently the OIG released a report showing that between 2022-2024 management non-compliance led to 866 million dollars in payments. Look into it, that's public knowledge; you can't make these things up! They cry about how they are losing money but all because they refuse to comply it costs them nearly a billion dollars. If they are willing to throw money like that around, throw it our way in raises since we work harder than anyone in the company and definitely harder than they ever have or will. In contract news the national will begin negotiating our next contract and as far as our current contract we have one COLA left to be released and as of the end of January it stood at 104.00 equaling .05 cents an hour for active letter carriers. As for retirees, CSRS retirees received 2.8% and FERS 2.0% in 2026.

This is what I wrote last month but feel like because of the weather we are experiencing that it's worth repeating. I want 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. **JCAM** explains this provision as follows Lawn Crossing: 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. See JCAM Discussion above. 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 to just 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. Please come out to the general meeting the third Wednesday of the month 2/18/2026. We will have plenty to discuss and go over, I will go into greater detail at the meeting.

Branch 908 is an extremely strong branch, and it is my hope that you brothers and sisters see how exhausting all of our officers and shop stewards work for the membership, because it is you, the membership, who deserve all our attention and fight for all your rights. We have great stewards and they are prepared to fight for you at any time. I hope you all make it through this winter safe; it's been a long time since we had one like this. Always remember their bad days are 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. Branch President Shawn McBride (856) 649-9317**

Comments From the VP

I extend my sincere congratulations to Executive Vice President **Shawn McBride** on his appointment as President of our branch. This transition has been highly anticipated and long overdue, and I am confident that **Shawn's** strong work ethic and unwavering dedication will guide the branch toward success. Additionally, Recording Secretary **April Litty** has recently been named to the Rank-and-File Bargaining Committee for the upcoming contract negotiations. Congratulations **April**! Thank you to all the carriers who delivered mail and packages during last week's extreme cold, ice, and snow. I was out there delivering too, and it was tough—but your dedication makes you all heroes in my eyes. There is a lot going on over at the Camden, a.k.a. shit hole, Annex. The adjustments management made with this half-assed CORE program have relays on some routes with over 100 deliveries. A 100-delivery relay isn't realistic now, or even under ideal conditions. For example, under the conditions we have right now, carriers at the shit hole are working till 8-830 pm and are still bringing significant amounts of mail back at the end of the night. According to a trusted district source who requested anonymity, it is anticipated that resolving the backlog of delayed mail and packages will require approximately three to four weeks. Now just think about when we start having our 100 degree days and some of us are doing a 100-delivery relay. I think you would have to stop a few times to walk back to your truck to get a drink of water. Management could have utilized the data gathered from physical walks to enhance existing auxiliary routes and implement minor adjustments where necessary, which likely would have resulted in improved operational efficiency. Instead, approximately nine routes were eliminated, and carriers are now expected to manage 100 delivery relays. The effectiveness of this strategy will be evaluated following the 60-day review period. 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. 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 Union Mike Powell – Vice – President**

The Fair Labor Standards Act & The Form W2 Data Letter

At December 17th's General Meeting, President **DiGiacomo** in his "President's Report" mentioned that City Letter Carriers who worked any type of overtime during the 2025 calendar year will receive a letter from the Postal Service in the mail. The letter shows the employee's "Qualified Overtime Compensation" for the tax year 2025.

The letter in detail refers to 2 different laws. First, The Fair Labor Standards Act (FLSA). Under the U.S. Department of Labor's (Wage and Hours Division Section) it reads as follows: "The FLSA establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and Local Governments. Overtime pay at a rate not less than one and one-half times the regular rate of pay is required after 40 hours of work in a workweek".

On January 13th, I received my personal letter in the mail. When the letter arrived, it had my workstation's address (the sender) and the word MANAGER up top. When I opened it, the stationery had a subject heading saying: "Tax Information-Temporary Federal Tax Deduction for Qualified Overtime Compensation (QOTC)". Furthermore, the letter goes on and states this is a supplemental form W-2 data letter for your federal tax return (UNDERLINED IN BLACK). The main support behind the QOTC letter is another law called The One, Big, Beautiful Bill Act (which is mentioned in the letter). The One, Big, Beautiful Bill Act was signed into law by President Donald Trump on July 4, 2025. The law was made to give federal taxes, credits, and deductions. Under the IRS Website (Section 70202), some of the overviews are highlighted word for word, just like the letter. One overview says, "Effective 2025 through 2028, individuals may deduct the portion of qualified overtime pay that exceeds their regular rate of pay, for example, the "half" portion of "time-and-a-half". Next, the W-2 letter gives the full dollar amount of QOTC for the year 2025. One area in the letter you must read carefully mentions that the deduction is "limited" in the qualifying premium portion of FLSA overtime (postal overtime and penalty overtime are at a higher pay rate). The end of the letter concludes with the IRS's Website www.irs.gov to get specific information on deduction restrictions, eligibility requirements, and income conditions.

On January 22nd, I checked on LiteBlue in the POSTALEASE Application. The electronic version of the letter is in the same section, under payroll, along with your 2025 W-2 form, both printable. Therefore, you can download these documents and turn them into your tax professional for the 2026 tax season. Please contact me if you need my assistance with this important tax notification.

Just a little reminder to ALL MEMBERS who have a child planning on graduating high school and attending college this year. I strongly recommend you to please take advantage of the college scholarship applications offered by both Branch 908 and The New Jersey State Association. Branch 908's contact to get a scholarship app is Branch Trustee, Bro. **Dave Jonczak** at (856) 912-0519. For the state, you can reach me for more information or go to njsalc.com.

In other news, I want to thank newly appointed Branch 908 **President Shawn McBride's** informative January article titled: "Winter Has Arrived Be Prepared For The Weather Coming". As we head into the worst part of winter, please put The USPS National Emergency Notification Hotline Number in your phone. Postal employees should use this number to check postal operations in the district you work due to severe weather and natural disasters. The phone number is 1 (888) 363-7462.

Finally, I want to thank this month's LCPF contributors: **Anwar "A.J." Bright II** (Atco), **Zach Maranzano** (Pennsville), **Tim Mattaliano** (Clementon), **Brad Moore** (Pennsville), and **Zach Savage** (Woodbury). My phone number to reach me for any matters in our branch is (856) 220-8658. Please be safe and see you all at February 18th's meeting.

Fraternally, Ozzie Lecky
LCPF Chairman

NALC Health Benefit Plan, Mutual Benefits, FMLA

Hello brothers and sisters of NALC Branch 908! I hope you are all doing your best to stay warm during these long winter months! Remember you are the most important delivery when it comes to these snowy and icy conditions we have been dealing with daily. I need your help to pass down our years of knowledge to our new hires. This most likely is their first year of being outside in these elements. This is our chance to come together and put forward all our tips and tricks on how to stay as warm as possible. Help our new hires learn how to help protect their bodies and work safely. The numbers have come in from this past open season, and I am so proud to announce that branch 908 has almost 100 members who have made the switch to the NALC Health Benefit Plan! The NALC Health Benefit Plan has been providing union sponsored health care since 1950. These recently converted members from Branch 908 will experience all the benefits of being an NALCHBP member for themselves and their families this year. Did you know your coverage travels with you? Whether you're across the country or overseas, emergency and urgent care are covered, and you can file claims for reimbursement if you receive care outside the PPO network. Did you know another amazing perk to having the NALC Health Benefit Plan is that it coordinates with Medicare? If you are retired and enrolled in Medicare Parts A and B, the NALC plan coordinates benefits with Medicare. This can lower your costs for hospital, doctor, and prescription services. If you are getting ready to retire, I advise you to reach out to me so we can make sure you are ready to carry our reliable plan over into your next phase. Whether you are a new member this year or a returning member I want to say thank you for being a part of the NALC Health Benefit Plan and all the savings you will see. I am here to answer any questions you may have at 856-404-3785. Don't ever be afraid to call or text and set up a time that benefits you and your family to ask questions about our health plan. In solidarity my brothers and sisters!

Daniel R. Knowles-Health Benefits Officer

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, February 18th @ 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, February 11th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$50

On **Wednesday January 21st** at the regular monthly meeting, **Mike Olsen**, out of the **Sewell** office, would have been the recipient of the **\$25** attendance prize. The prize now increases to **\$50** and will increase **\$25** per meeting, to a maximum of **\$250**, until a member in attendance has their name drawn.

Save the Date!!!

Annual Branch Banquet – April 11, 2026, 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. Tickets are \$20 for active members and guests, \$10 for branch retirees and will be on sale starting in February. Contact VP **Mike Powell** at (856)-906-2026 or 908vp@comcast.net or your shop steward for info or tickets.

2026 RETIREES

1. **David A. Bailey** (Voorhees)
2. **Joseph L. Begley III** (Hammonton)
3. **Eric J. Burgess** (Williamstown)
4. **Shane S. Goodman** (Sewell)
5. **Frederick P. Jurimas Jr.** (Riverton)
6. **Richard S. Konecny** (Bridgeton)
7. **William J. Ruppert** (Williamstown)
8. **Joseph P. Thomas** (Williamstown)

If anyone is not listed that should be, please contact VP **Mike Powell 856 -906-2026 ASAP**

Branch Scholarship Drawing

We will be drawing the winner of this year's Branch Scholarship at the regular monthly meeting on May 20th. The winner of the scholarship will receive a fund of \$2,000.00 (\$500 a year for four years). Applications are available at every monthly meeting, on the Branch website www.nalcbranch908.com or you can contact trustee **David Joneczak** 856-912-0519. All previous winners that receive scholarship payments must submit any updated information to Dave by the May meeting. This would include where the students will be attending in the fall semester. Remember all winners must be full-time students. There is also a scholarship offered through the NJ State Association of Letter Carriers. The Richard P. O'Connell Sr. and Tony Massa Scholarship application is available online www.njsalc.com. Good luck and congratulations to all our upcoming graduates!

MDA

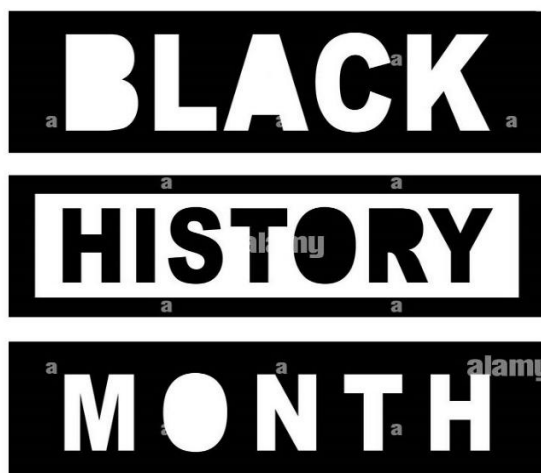
We will be doing a block pool for the big game this year. <https://superbowlpoolsite.com/contest/627434> is the link to pick a block for \$25. See your steward or contact Mike Graff 856-979-7713 to purchase a block. Half the proceeds will go to MDA. All contest rules can also be found on the link. **DONOT** put credit card info on the site. We will be selling raffle tickets starting at the February meeting for a chance to win a PS5 and gift cards for \$100 and \$200 at the June meeting. Tickets are \$5 each and will be available to purchase 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**

Ham Drawing

There will be a Ham given away to a member in attendance at our March 18th general meeting, donated by **Joe Foreman** retiree out of Marlton, in honor of **Norm Task** former Branch Letter Carrier Political Fund (Formerly COLCPE) chairman.

at Other Dates to Remember

- Region 12 training seminar in A.C. 3/8-3/11
- Stamp Out Hunger Food Drive 5/9
- National Convention LA 8/3-8/7
- Annual Branch 908 picnic TBD (September)
- Hops for Hope MDA fundraiser 10/11
- Kid's Christmas Party 12/6



ECOMP

Please be sure to set up an Ecomp account now so if the need ever arises, you'll be ready to file a claim with less hassle. All injury claims are filed online now. Go to www.Ecomp.dol.gov or use the QR code below to register for an account.



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

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

Check us out online @ www.nalcbranch908.com
And on Facebook NALC Branch 908
www.nalc.org is the National website.

PTF/CCA CORNER

Each month we would like to take a few minutes and go over some talking points for PTFs/CCA's. It is so important to help you folks understand your rights; this is a great forum to do this in. We encourage you to please send us your input and any future questions we can list them and give answers to help you all. Below are new provisions from the National Agreement we were awarded in arbitration for PTFs/CCA's.

By now all CCA's/PTF's should be receiving and getting a posted 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 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 NUMBER 20, WE WILL CONTINUE THIS MONTH FROM QUESTION NUMBER 21.

General

21. Will new employees receive progress reviews?

Progress reviews for newly hired city letter carriers will be conducted at 30, 60, and 80 days in accordance with current guidelines. During these progress reviews, local management will identify opportunities for improvement, provide constructive feedback, and consider additional OJI/hands-on training, as necessary. Copies of these reviews will be provided to the local union.

22. What are the requirements for Sunday training?

The new employee must be shown the Sunday delivery process, including vehicle loading, turn by turn and any local Sunday specific procedures by a carrier experienced with Sunday delivery. There is no requirement that the Sunday trainer is a certified OJI. There is no set number of hours for training.

Training may be considered complete when the new employee and trainer agree that all Sunday delivery requirements have been demonstrated and understood.

“The harder the conflict, the greater the triumph.”- George Washington

“If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool.”-Abraham Lincoln

Happy Presidents Day



Branch Attorneys

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