

908 News

NALC Branch 908
AFL-CIO
PO Box 150
Pennsville, NJ
08070

South Jersey Letter Carriers

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



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Newsletter Com: Spence, Lipski, Powell Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com December 2016

Presidents Report

Each December I try and make this month's newsletter as positive as I can, since this is a happy and joyous time of year for everyone. There are a few things I must mention, however, as we head into our busiest time of the year. I must remind everyone how your managers will try and take advantage of you when it comes to evaluating your daily workload during this busy time. We all know the number of packages we will be delivering this year will be astronomical, as the postal service has gone on record as stating they expect the package delivery to increase by 12% over last year's numbers. For those of you who want to know what that means is last year the postal service delivered 680 million packages during the peak delivery time and are expecting to deliver 750 million packages this year! What does that mean to you? It means you will be working harder than you did last year, and your managers will act like you won't need any extra time to deliver them. I kid you not, as I have been informed the district is trying to capture as much of the street time now, so they can once again try and convince you the under-time you have on your route will be more than enough time to cover the added time you may need for your extra hundred parcels. It is a shame I have to expose the district every year for their constant lack of respect they have for our craft. There are some managers that I talk to, who understand this time of year, who are having a hard time trying to justify this type of managing. They all know the carriers are working to their maximum effort, but the district continues to beat them up with their daily telecoms, even embarrassing some postmasters, because they are not making their bogus numbers. What a joke it must be to have to deal with all of this micro-managing.

I want everyone to be aware of your requirements when you will not be able to finish your route in 8 hours. This is taken directly from the M-41 handbook and it states, "131.41, It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail. 131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do. If you notify management they must either give you assistance or authorize you to work overtime. We are running into issues where managers are stating carriers are not filling out 3996's requesting assistance. There is nothing in the M-41 that states we must fill out a 3996 unless we are getting assistance. If we verbally notify them, we have fulfilled our responsibility. I suggest everyone have a witness to the fact you requested assistance, since we have many managers who are outright lying that carriers never informed them they would not make their expected times. Managers have been instructed not to give out 3996's to carriers, since they believe no route is ever over 8 hours! Please don't buy into this nonsense. Know your rights, and you won't have anything to worry about. We have noticed an increase of discipline being issued to carriers for not making managers expectations based on their "demonstrated performance!" As long as you verbally inform management you can't meet their expectations, you are covered. They will try and intimidate you into accepting their numbers, but don't let their phony system fool you. The increase in parcels you will be delivering will blow up their P.E.T. program. Stay safe out there and don't be forced into running around in order to meet their numbers. It takes what it takes.

That's my rant this month, sorry for not being as positive as I usually am. Also, I will have a lot of fodder to bring to you next year as we are experiencing some more nonsense in our Deptford Installation. Some things never change!

Please have a very Merry Christmas and a healthy and Happy New Year. Hope to see everyone at the Christmas meeting.

Gary DiGiacomo – President

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, December 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, December 14th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$250

Guaranteed Winner at December Meeting

Had she been in attendance at the regular monthly meeting of the Branch on **Wednesday November 16th, Anne Hungridge**, a retired member out of the Maple Shade Office would have been the recipient of the **\$225** attendance prize. The prize now increases to **\$250** and we will draw names at the December 21st meeting until a member in attendance has their name drawn.

Comments From The VP

I have a few reminders for everyone to keep in mind before the start of the New Year. First, the December Penalty Overtime Exclusion period begins Pay Period 25-16, Week 2 (Dec. 3) and ends Pay Period 01-17, Week 1 (Dec. 30). When filling out your 3996 you can put the letter J for your reason for auxiliary assistance. If your 3996 is denied call your office in the afternoon and get instruction from your supervisor. Don't argue with the supervisor if he asks something stupid like, "What's taking you so long?" Just ask if they want you to continue with your deliveries or do they want you to bring mail back. Just because your 3996 was denied doesn't mean that your mail will magically deliver itself, and it certainly doesn't mean that you should skip your lunch and breaks or work in an unsafe manner. Second, if management instructs you to finish your assignment in the dark then make an effort to follow that instruction. If you determine the conditions are unsafe then inform your supervisor that you will be returning to the office. You, the carrier, are the one that makes that determination. Third, the new program called P.E.T. (Performance Engagement Tool) is just a management tool and it does not change your reporting requirements (filling out 3996) nor can it be the sole reason you are disciplined. If anyone has any issues with any of the above, please contact me immediately. Next, I got our branch involved in a program this year for underprivileged children called the Angel Tree. Tags are placed on the tree representing these children's Christmas wishes. Donors pick a tag from the tree and shop for the perfect gift for the child selected. I want to thank the following members for selecting a tag or in some cases 2 tags, Gary DiGiacomo (2), Mike Powell, Tom Barnett (2), Shari Owens (2), Ozzie Lecky, Bill Kyser, Joe McMorro,

Chuck Huff, Bobby O, Joe Sloan, Bob Gaff, A.J. Rybicki, Andrew Marcoinni. Finally, I want to wish all our active and retired members and their families a Merry Christmas and a Safe, Healthy, Prosperous New Year. I can be contacted any time at **856-906-2026 or 908vp@comcast.net.**

Proud to Be Union

Mike Powell - Vice President

Health Benefits, MBA, FMLA, Optical

Hello everyone. Open season has come to an end. Any changes in benefits now can only happen with life changing events (marriage, divorce, birth, etc..), or for CCA's change to second term, or conversion to career status. I do have brochures for all three plans. High Option, Consumer Driven, and Value Option if you'd like one. Any questions on these changes please give me a call. CCA's keep in mind although few, you do have choices.

With the start of the new year approaching I'd like to remind all NALC Health Benefit Plan members to take the Health Risk Assessment survey, and receive your choice of three gifts to start a healthy new year. Go to nalchbp.org for the survey.

Anyone having a problem getting FMLA forms, they are available for you to download at nalbranch908.com. Simply print it out, complete the form, and mail it to the address provided on the form. FMLA protects you for anything of an ongoing chronic illness, or injury to yourself, or to care for a spouse, or child, and not be charged for excessive use of Sick leave. Protect yourself.

If you're looking to make any life changes for financial security of you, and your family Mutual Benefits Association has various life insurance, retirement savings, and hospital plus plans for you. Go to nalc.org under benefits to see these options.

On a final note with the year coming to an end all members of Branch 908 are entitled to one per member optical reimbursement of \$20.00 per year. For your 2016 reimbursement send your receipt with your name, and mailing address to me for reimbursement before 12/31/2016. Any claims received after 12/31/2016 will be recorded for 2017. Don't miss your chance for this year. George Greenwood, 1083 Chews Landing Rd., Laurel Springs, NJ 08021.

Any questions on any of the above please feel free to give me a call anytime at 856-304-8665. Be safe. Merry Christmas, Happy holiday for whatever holiday you observe, and have a Great safe New Year.

George Greenwood – Health Benefits Officer

Trustee Report

Brothers and Sisters, can you believe it? It is that time again. Packages, Packages, lol. Hopefully we are all trying to buy things made in America? I know this hard but we all must try to do our part. Now to business. The branch is always looking for a place of our own one day, this is why the founder of our branch started a building fund years ago. There are other reasons that concerns dept. of labor rules, I will save those for another time. My point being anyone that knows of a hall type building for purchase that is not 50 years old, please contact me and pass the info a long so that we can look into it. Next a shout out that I forgot in October to the great Ozzie, whom I did not mention that for Tom Barnett's birthday in October he got Tom a big birthday card and had everyone sign it. Thanks Oz and sorry. January 15, 2017 is the date for the April Litty fundraiser at American Legion post 133, 18 Washington Ave., Woodbury. Time will be 7 to 11 pm, beef and beer and whatever anyone would like to bring. Tickets are 20.00, it is for a great cause. April will in the near future have to have another operation. That weekend is MLK birthday so we are closed on the 16th of January. Tickets are on sale now see me asap please. The Branch is doing well, at the November meeting we handed out the 2017 proposed branch budget anyone wishing to discuss it can do so at the December regular meeting before we vote on it. Now is the time to question what we do with the memberships money. A quick reminder about the uniforms at the hall, come see them lol. Finally, as we all have seen across this country and even in the place we all work, people just not being positive instead being the sea of negativity. Let's all try to rise above it be the bigger person after all it is the holiday season. All we have is our creditability, now is the city letter carriers time to shine. From my family to all of yours Merry Christmas and Happy New Year.

James Comuso Sr – Trustee Chairman

Ozzie's Corner

On the political front for this month, we recently elected a President for the United States of America. In the end, Donald Trump became our newly selected national leader after a tight, fierce competitive election with Hillary Clinton. One thing is true at the end of the day my brothers and sisters, whether if it was Clinton, Johnson, Stein or in this case Donald Trump, we need to continue to push and support our Letter Carrier positions. HR12(6-day delivery), HR28(door to door delivery) and HR54(service standards) are the platforms we need to continue to keep on our playing field with Congress, for if we lose any of these important house resolution bills, we will lose City Letter Carrier jobs. In addition, I would like to take this time to thank all of 908 members who are or have contributed to the LCPF and E-activist. Whether you are active or retired, you are saying one simple thing, you care about the future of the NALC. Also, I want to say thank you to our two newest LCPF donators, Charles Foley (Hammonton) and Colleen Ford (Atco). Finally, I want to give a special thank you to Jim Comuso (Trustee Chairman) and all of the Shop Stewards in Branch 908. I thank you for all of your assistance in 2016 and look forward to a great 2017. I want to wish you all a Merry Christmas and Happy New Year and see you at December 21st's meeting.

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.)*

Grievance Log

Step A Decisions

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **.26** at the straight time rate and **.74** at the overtime rate.

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **1.36** at the straight time rate and **.43** at the overtime rate.

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **.68** at the straight time rate and **.26** at the overtime rate.

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **.91** at the overtime rate.

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **.73** at the overtime rate.

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **2.30** at the straight time rate.

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **.17** at the straight time rate and **1.42** at the overtime rate

Woodstown- Management violated Article 8.5 of the National Agreement. As a remedy management agrees to pay grievant **2.75** at the straight time rate.

Bellmawr – (2) Letters of Warning - Reduced to 3 months

Bellmawr- Letter of Warning- Failure to scan parcel- rescinded

Gloucester- Letter of Warning – Reduced to 3 months

Haddon Heights – Letter of Warning Safety- Reduced to 6 months

Haddon Heights – Letter of Warning - Rescinded

Informal A

Gloucester- (2) -7 Day Suspensions combined to Letter of Warning for 1 year

Gloucester- Letter of Warning Attendance- Rescinded

Mt. Ephraim – Letter or Warning - Rescinded

Westville – Letter or Warning Attendance- Reduced to 4 months

Westville – Letter or Warning Attendance- Rescinded

NBA Bill Lucini Retires

Our National Business Agent Bill Lucini has announced his retirement effective 12/21/2016. Current RAA Dave Napadano has been appointed by President Rolando to replace Bill as our new Business Agent. Congratulations to Dave and we wish Bill all our best for a long, enjoyable retirement.

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