

908 News

NALC Branch 908
AFL-CIO
PO Box 375
Gloucester City,
NJ 08030

South Jersey Letter Carriers

Atco, Barrington, Bellmawr, Berlin, Blackwood, Bridgeton, Clayton, Deptford, 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

Prsrst First Class
Postage Paid
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Bellmawr, NJ
08031

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Requested



BUY AMERICAN - BUY UNION



Newsletter Com: Powell, Lipski, Spence Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com January 2014

Presidents Report

Happy New Year Everyone. Well, we survived another holiday season, and I can say this is the most packages I have ever delivered in my 34 years, which is a good thing. It was great to see the mailers come back to us and as all results are showing we outperformed UPS and FedEx big time. Let's hope the hard headed Postmaster General sees the importance of a 7-day service not a 5-day one which he envisions. I think after this monumental accomplishment by all of our employees, if he doesn't join our way of thinking, he surely must be shown the door! Once again, great job and keep doing what you do best in a safe and efficient manner. Remember one thing; you will never be disciplined for working in a safe manner, even if it takes you a little longer. It was a shame to see some managers try to act like this time of year was no different than the rest of the year by trying to hold carriers to their normal route times! Shame on you for not respecting the people who keep you employed. On to some issues we will be presented with in 2014. I have been given a list of offices that are scheduled for unilateral formal route inspections this spring. I am sure this list will change going forward, but here is what I have so far: **Woodbury-08096/Pitman-08071/Glassboro-08028, March 22, Blackwood- 08012 April 5th, Beverly 08010, May 16 and Hammonton 08037, May 16.** As you can see, there are only a few offices selected for formal inspections, but I also was given a list of offices they want to do minor adjustments to as well. That list consists of the following offices: **Gibbstown, Clayton, Marlton, Voorhees and Riverton.** The funny thing about these minor adjustments is management is proposing to take out routes from these offices! How can that be considered a minor adjustment? Once again the "brain trust" we got running this district are totally clueless! I say good luck trying to make this work. Can you say thousands of dollars in grievances coming? Another issue that is running rampant in this district that we have started to uncover is timecard tampering, which is being uncovered by our stewards while processing grievances. It appears local management is constantly putting carriers on improper codes in order to make their numbers. We have also seen some carriers times being disallowed as well. I am asking all carriers to start keeping track of your time you work to make sure you are not being cheated. If you think you may be affected let your steward know. As I mentioned in the December newsletter we had a carrier from National Park who had a special route inspection. After reviewing his numbers I noticed many errors on the timecard analysis which shows his route street time to be incorrect. That didn't surprise me. What did surprise me was what the inspection leaders told him when they met with him during his first consultation. They told him his route could be made 8 hours by realigning it! Really? Let's see, the actual numbers showed his route to be about 50 minutes over during the week of inspection. When the route was DUO'd into Deptford it took 45 minutes extra travel time. It doesn't take a rocket scientist to see where the problem is! If this rationale is what we can expect with the rest of the inspections, it looks like this district will be wasting tons of money on these counts. Hopefully, they will reconsider and wait for a joint process. Stay tuned.

Gary DiGiacomo- President

Attendance Prize Now At \$50

Had she attended the regular monthly meeting of the Branch on **Wednesday, December 18th, Brandy Domanick**, a member from our Gibbstown Office, would have been the recipient of the **\$25** attendance prize. The prize now increases to **\$50** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, January 15th @ 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 Branch Board of Officers and Executive Board meetings are held on the 2nd Wednesday of the month. The Board of Officers meet @ **7:30 p.m.**, and the Executive Board @ **8 p.m.** The next meeting of the Board of Officers and Executive Board will be on **Wednesday, January 8th @7:30 and 8pm** respectively.

Trustee Report

Happy New Year Brothers and Sisters. Another year has passed and a new one begins. With a new year comes new beginnings and a chance to make a difference. So please empower your branch leadership by coming to meetings and branch functions and becoming informed. We have the Branch Annual Social and Awards Banquet, on March 29th from 7-11 pm at the Kelly Ann Ballroom in Gloucester City. Also the branch picnic will be in September, dates under consideration, are the 7th or 14th from 11 am until 9 pm at Clementon Lake Park. The Branch kids Christmas party will be December 7th from 1-3 pm at the union hall. The trustees are still working hard on Branch by-law updates and of course we are always watching over the membership's money. The kids Christmas party that just passed was on December 8th from 1-3 pm and it was a good time despite the snow. About 20 members showed up and so did Santa Claus. All was good, we had plenty of food, drink and toys, time well spent and I must thank Santa's reindeer for getting him there. Finally, the Branch has new and used uniforms downstairs at the hall, waiting to be looked through. So, to all members please lets all stick together and make this a great and positive year for all of us.

James Comuso, Chairman Board of Trustees

Phone Numbers to Remember

President- Gary DiGiacomo - 856-906-2838
Vice- President- Steve Rutkowski- 856-906-2026

Branch 908 Holiday Raffle

The Branch held its **Second Annual Holiday Raffle** at the Regular Membership Meeting on **December 18th**. This year we raffled off three **Visa Gift Cards worth (1) \$500 and (2) at \$250**. The winners were **Sal Destralo** (Stratford) \$500 gift card, **Mike Reed** (Glassboro) \$250 gift card, and **Kathy King** (Deptford) \$250 gift card. Any questions contact **Trustee Shawn McBride (856) 649-9317** or **Recording Secretary Mike Powell (856) 287-8768**.

Health Benefits

Hello everyone, and Happy New Year. Hopefully all are safe, and sound as the holidays pass us by. Now I have to ask all NALC health benefit members, did you know if you have a medical provider you particularly like, but they are not part of the Cigna provider network, you can now refer them. Simply go to the NALC homepage, click on HBP, and download a Provider referral form, then send the completed form to the HBP office. Once they become a plan provider, your out of pocket expense is now lowered. On a different subject now that open season is over another question arises. Are you prepared to provide for your loved ones should a life changing event take place. Take a look at what the NALC Mutual Benefit Association has to offer to letter carriers. Five different Life Insurance policies, a hospital plus policy, and a maturity income policy all available to NALC members to ease the worry of that possible life changing event. To find out more go to NALC.org, click on departments, MBA, then click on individual policies for details. Any optical claims please mail a copy of your receipt to me at: George Greenwood, HBR, 1083 Chews Landing Rd. Laurel Springs, NJ 08021

George Greenwood, HBO

Nominated Without Opposition & Declared Elected

The following Branch Officers and Shop Stewards were nominated without opposition and declared Elected to their respective positions for the 2014 – 2015 year term of Office:

Branch Officers

President	Gary DiGiacomo
Vice President	Steve Rutkowski
Recording Secretary	Mike Powell
Treasurer	Tom Barnett
Financial Secretary	Steve Lipski
Asst. Recording Secretary	Norm Spence
Trustee Chairman	Jim Comuso
Trustees	Shawn McBride
	Mike DiGiacomo
	Jim Boyle
	Pete DeSimone

Shop Stewards

Atco	George Greenwood
Bellmawr	Mike Powell
Blackwood	Joe Rynkiewicz
Bridgeton	Andrew Marcoionni
Hammonton	Frank Ingemi
Marlton	Pete DeSimone
Gibbstown	Loretta Morris
Riverton	Kevin Fitzpatrick
Somerdale	Jim Boyle
Swedesboro	David Jacobs
Sewell	Roslyn Glasco
Voorhees	Koursh Najimi
Williamstown	Jeff Ferry
Woodbury	Shawn McBride and Bob Meloni

Branch Election Results

Sgt. At Arms

Jim Livingston 143 Phil Haas 148*

Pennsville Shop Steward

Norm Spence 10* Lee Ann Boschetto 5

*Denotes Winner

Convention Delegates (16 to be compensated)

Joe Walder	201*	Bill Gore	152
Shawn McBride	192*	Phil Haas	193*
Steve Elias	106	Jim Comuso	176*
Steve Lipski	251*	Kevin Fitzpatrick	99
Tom Walsh	183*	Gary DiGiacomo	232*
Norm Spence	218*	James Serock	116
George Greenwood	154*	Mike DiGiacomo	186*
Pete Desimone	134	Tom Barnett	178*
Jim Boyle	187*	Steve Rutkowski	203*
Jim Livingston	178*	Mike Graff	88
Mike Powell	238*	Ozzie Lecky	104
		Paul Poniatowski	168*

*Denotes Delegate will be compensated

Branch Election Committee

This is to publicly express our sincere thanks and appreciation to the following members of the Branch Election Committee who did an outstanding job of prepping for, mailing and tabulating the Branch 2014-2015 Election ballots. **Chuck Patel** (Chairman), **April Litty**, **Joe Foreman**, and **Vince Castagna**.

2014 Branch Budget Approved

Those in attendance and eligible to vote at the regular monthly meeting of the Branch held on **December 18th** unanimously approved the Branch 2014 Budget. The budget estimates the receipt and expenditures of the Branch at **\$308,958.00** for 2014.

Grievance Log Step B Decision

Gibbstown- Management violated Article 15 of the National Agreement when they failed to meet at the Informal and Formal Step A process of the grievance procedure. As a remedy, management is instructed to meet with the union when presented with a grievance!

Gibbstown- Management violated Article 19 of the National Agreement by making timekeeping errors when they used improper codes when they put carriers on functions they were not actually performing. As a remedy, the data at issue may not be used for any route analysis without the timekeeping errors corrected and the affected route times being properly adjusted. Otherwise, the route data for all the affected routes must be dismissed!

Gibbstown- Management violated Article 1.6 of the National Agreement when they performed bargaining unit work. As a remedy, they are instructed to cease and desist!

Gibbstown- Management violated Article 17 of the National Agreement when they refused to grant steward time to steward to prepare grievances. As a remedy, since there was no evidence included in the file to document the amount of time denied to process this grievance, the appropriate remedy in this instance is to direct management to cease and desist!

Gibbstown- Management violated Article 15, 17 and 31 of the National Agreement when they “demanded” the steward to make copies of part of a case file for them at the union’s expense. The appropriate remedy in this case is to direct management to adhere to the provisions of these articles of the national agreement. Also, the DRT finds there is a very dysfunctional labor/management relationship in this installation that is not serving either parties interest! This case is simply a symptom of that dysfunctional relationship.

Riverton- Management did not have just cause when they issued grievant a 14-Day suspension for “Unsatisfactory Job Performance: Failure To Follow Instructions”! As a remedy, the suspension shall be reduced to a Letter of Warning.

Riverton- Management did not have just cause when they issued grievant a Letter of Warning for “Unsatisfactory Job Performance” on October 11, 2013. As a remedy, the Letter of Warning shall be rescinded.

Start The New Year Off Right!

Check your personnel file! Some carriers have probably never seen their file. I would recommend that everyone check their file at least once a year for mistakes and for disciplines that should have been removed. The Postal Service, in compliance with OPM, has gotten rid of the paper versions of the OPF (Official Personnel File), the files are all digital now and you can view your file from your home computer. Go to the eOPF website at <https://eopf.usps.gov/eOPF/jsp/essLogin.jsp>. Once there, you will need your EIN (Employee Identification Number), this is the number on your pay stub, and your USPS PIN number (the same one you use for PostalEASE). If you forget you PIN, call 1-877-477-3273 and follow the prompts to have a new PIN mailed to you. Once you log in you can view and print anything in your file. If you find something that should not be there, contact your Shop Steward.

Michael Powell, Recording Secretary

