

# 908 News

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

## South Jersey Letter Carriers

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

Prsrt First Class  
Postage Paid  
Permit # 967  
Bellmawr, NJ  
08031

Return Service  
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BUY AMERICAN - BUY UNION



Newsletter Com: Powell, Comuso, Lipski Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com June 2011

### Presidents Report

As we head into the summer months I expect to feel the heat not only from the weather but from management as well. The squeezing has already begun, as witnessed after the Memorial Day weekend when the temperatures were hovering in the 90's and management was already questioning carriers about the extra time needed to deliver the mail. Once again we are being treated with no respect! I am not sure who is behind this policy, but I have my ideas! Anyway, I expect the pinch to be on this summer as management will be trying to capture as much under time as they can and then some. I expect to see harassment type discipline being issued, which is already occurring, for extending street time. The problem with this mentality is they never are successful with this style of managing and will continue to lose this battle. As I said before, we are all out there doing our best to get the job done, regardless of the weather conditions, but it seems this regime will never be satisfied.

I have constantly heard managers saying that carriers need to be held accountable for their actions. I agree, however, this should go both ways. Why is it that managers are never held accountable for their wasting the company's money. If you wonder what I am referring to, just take a look at our grievance log this month and take note as to how many grievances management has lost. I can tell you one thing; the majority of these cases should have never reached the DRT because they had no merit. It appears all management is concerned about is writing up carriers for every little thing, regardless if it has any merit. I hope the new DM takes a look at the players involved who are costing this district a lot of money for processing grievances that are frivolous. Management is quick to point fingers at the union when they allege we are filing these types of grievances. How about someone step in and look at who is calling the shots in this district and take "corrective action" to stop this style of managing. It seems this is the catch phrase from all the memo's I have seen recently when it comes to dealing with carriers.

One other thing that is bothering me in this district is the way managers must get approval to bring a carrier in on their drop day. They must go online and fill out a bunch of paperwork just to get approval for overtime. That is all well and good but why is it that 204-B's can work 56 or more hours a week with no problem? They don't need any approval? I guess their overtime doesn't count against any workload status report! Answer me this, if we have so many displaced managers out there who could do these jobs for straight time why would they continue to pay 204b's an enormous amount of overtime? If this isn't hypocrisy I don't know what is. That's ok, just keep beating up the people who touch the mail everyday by squeezing them so you can pay your "rent a bosses" all the OT! What a disgrace!

One other thing that may crop up this summer is whether the JARAP will be looking to do damage to some of our offices. As of now we have a few offices that are being looked at, but I haven't heard whether or not they will be adjusted. I hope to have some more info at our last regular meeting this month.

Speaking of our meeting, I hope everyone comes out and enjoys our shrimp and wing fest as is our custom each June before we break for the summer. Remember, work safe and smart and you will never have any problems to deal with! If I don't see you at the meeting have a great summer and we will see you in September.

**Gary DiGiacomo- President**

### NALC Health Benefit

Anyone that has an optical bill please send it to Health Benefits Officer Bob Behm at the following address: 590 Lower Landing Rd Apt 79G Blackwood, NJ 08012. If any member has any questions feel free to contact me at 856-553-3354 or you can email me at [bobbehm84@aim.com](mailto:bobbehm84@aim.com). Please include your name and phone number. Thank You.

**HBR Bob Behm**

### Next Meeting – June 15

The next regular monthly meeting of the Branch will be held on **Wednesday, June 15, 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 at 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 at **7:30 p.m.** and the Executive Board at **8 p.m.** The next meeting of the Board of Officers and Executive Board will be on **Wednesday, June 8, 7:30 and 8 p.m.** respectively.

### Shrimp and Wings

As is the custom for our last meeting before breaking for summer, there will be shrimp and wings after the regular meeting on Wednesday, June 15.

### Attendance Prize now Stands at \$150

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, May 18, Sam Hatcher, a retiree out of our Salem Office** would have been the recipient of the **\$125** attendance prize. The prize now increases to **\$150** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

### Delaware Park Trip

We will be running a trip to Delaware Park Racetrack on Columbus Day, October 10. We will have access to Delaware Park's Grove from 12:30 to 5:30 which includes an all you eat barbecue. The barbecue consists of Dogs, Burgers, Ribs, Chicken and all the Wine and Beer you can handle. The cost of the affair is \$20 and money **MUST** be in by September 21. **NO MONEY** can be accepted at the door due to advance cooking requirements of Delaware Park. Anyone interested in attending please see Steve Lipski at any Regular or Executive meeting.

### Branch Shirts and Hats Available

We now have shirts available with our new Branch logo and hats for \$20. Anyone interested in purchasing a shirt or hat, please contact Recording Secretary, Mike Powell at (856) 287-8768 or at [908recordingsec@comcast.net](mailto:908recordingsec@comcast.net) or Jim Comuso (609) -932-9913



## Grievance Log Step B Decisions

**Paulsboro**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining management had cause to take corrective action, however a 7-Day Suspension is not the appropriate degree of discipline in this case. As a remedy, the suspensions shall be reduced to a Letter of Warning for 1 year providing no similar infractions occur during that time.

**Paulsboro**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management did not have just cause to issue the 7 Day Suspension for "Conduct Unbecoming of a Postal Employee". As remedy, the suspension shall be rescinded

**Paulsboro**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management did not have just cause to issue the 7 Day Suspension for "Failure to Satisfactorily Perform Your Assigned Duties." As a remedy the 7 Day suspension shall be rescinded.

**Paulsboro**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management did not have just cause to issue the 14 Day Suspension for "Failure to Meet the Attendance Requirements of Your Position." As remedy, the suspension shall be rescinded

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**Paulsboro**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management had cause to take corrective action, however a Letter of Warning on file for 2 years was not the appropriate degree of discipline. As a remedy the Letter of Warning shall be removed from the file in 6 months providing the grievant shows reasonable improvement in attendance during that time.

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**Paulsboro**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management was in violation of Article 10 of the National Agreement and the LMOU when they denied grievant 4 hours of annual leave. As a remedy the grievant will be provided the opportunity to take 4 hours of AL outside of Prime Time at her discretion.

**Paulsboro**-The Dispute Resolution Team (DRT) has decided to declare an IMPASSE. This is a removal case issued to grievant for allegedly, "Failure to Follow Instructions."

**Voorhees**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management had cause to take corrective action, however the Notice of Separation shall be reduced to a 14 Day Paper Suspension.

**Bellmawr**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining management had cause to take corrective action, however a Letter of Warning on file for 2 years was not the appropriate degree of discipline in this case. As a remedy, the Letter of Warning shall be removed from grievant's file 3 months from the date of issue provided no similar incidents occur during this time.

**Pitman**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining Management was in violation of Article 17. As a remedy, the grievant will be compensated at the straight time rate for the 2 hours he spent working off the clock processing grievances.

**Somerdale**-The Dispute Resolution Team (DRT) has RESOLVED this grievance. The facts in the file indicate that management did violate Article 7, Article 8.5 and the MOU-01470. The DRT has determined the appropriate remedy is to compensate the available OTDL carriers for the lost opportunities. 4 carriers to receive lump sum payments of \$404.80, \$145.35, \$129.33 and \$84.88. Total- \$654.36.

**Paulsboro**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management was in violation of Article 10 of the National Agreement and the LMOU when they denied grievant 6 hours of annual leave. As a remedy the grievant will be provided the opportunity to take 6 hours of Annual Leave and it will not be counted on the Annual leave Board.

**Sewell**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining management did have just cause to place the grievant in an off-duty status without pay on April 19, 2011, however there was no evidence to keep him out in a non duty status for 10 days as occurred in this instance. Therefore as a remedy the grievant shall be returned to a pay status effective April 21, 2011 (56 hours of pay).

**Bellmawr**-The Dispute Resolution Team (DRT) has RESOLVED this grievance by determining that management was in violation of Article 10 of the National Agreement for the time of February 7, 2011. As a remedy the grievant shall be compensated for all lost wages and benefits from February 15, 2011 thru Feb 23. ( approx 48 hrs)

### Last Chance To Submit Branch Scholarship Form

Applications are being accepted for the "Branch 908 Scholarship" drawing. The drawing will be held Wednesday, June 15 at the regular Branch meeting. The scholarship is open to all children, grandchildren, stepchildren (living with Member) and adopted children of all active or retired Branch members. The entry form is available on our Branch website, [nalcbranch908.com](http://nalcbranch908.com), or you can obtain a form at our regular meeting on June 15 from Trustee Shawn McBride. Remember the form must be turned in by our regular meeting on June 15.

### Notice Of Nominations And Election Of Branch Officers, Shop Stewards And Convention Delegates

This is to provide official notice that nominations for the election of Branch Officers, Shop Stewards and Convention Delegates for the term 2011 thru 2012 shall take place at the regular monthly meeting of the Branch on **Wednesday, October 19, 2011**. Elections shall be by secret mail ballot of the eligible Branch membership held as soon as possible after nominations at the October regular monthly meeting. Nominations shall be made from the meeting room floor or in writing to the Branch Recording Secretary, mailed or presented to him/her prior to or at the October regular Branch meeting. Each eligible member of the Branch nominated for office shall accept or reject nomination in writing prior to the adjournment of the October regular monthly Branch meeting. Failure to accept nomination for Branch office prior to adjournment of the October regular Branch meeting will invalidate the nomination. Shop Stewards shall be nominated by an eligible Branch member from the office at which the nominee is employed to represent the Branch membership. Installation of Branch Officers, Shop Stewards and Convention Delegates shall take place at the regular monthly meeting of the Branch in January. Offices up for election include that of the Branch President, Vice President, Recording Secretary, Treasurer, Financial Secretary, Assistant Recording Secretary, Trustees' Chairman, Trustees (4), Health Benefits Representative, Housing Chairperson, Sgt. at Arms, Shop Stewards (37) and approximately (36) Convention Delegates. The number of Convention Delegates to be compensated for their attendance at a State or National Convention, provided they meet the eligibility requirements for such compensation, shall not exceed two and one half (2.5) percent of the total Branch membership, (which is approximately 18).

### Dates To Remember 2011

**June 26-June 28** – NJ State Convention

**THE BRANCH OFFICERS AND SHOP STEWARDS  
WISH ALL OF OUR MEMBERS A SAFE AND HAPPY  
SUMMER!**