

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

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

Presidents Report

As we head into the summer months it appears the district is at it again in their hiring addiction of CCA's. They are bringing them on board faster than we can get them properly trained! Do they care? Absolutely not, as you can see how they are just dumping them out there without any real training. They cannot understand why they are having trouble delivering the mail. Something is definitely wrong with this picture. All I can tell our new CCA's is to hang in there and reach out to your union reps and fellow carriers, who will give you better direction and advice than any manager can give you. Good luck and welcome aboard and try to come out to our regular union meeting the third Wednesday each month for information you will likely need going forward. The next issues we are dealing with are the route inspections being performed in our branch. We have just finished inspections in Blackwood and Hammonton with the results not in as I write this month's article. I can tell you one thing management forgot to do was perform a proper unit and route review in these offices. They now move into the Deptford/Woodbury installation and attempt to do their magic there as well. I cannot understand how the postal service would allow route inspections to go forward without properly following the guidelines of their own manuals! You know the grievances from these inspections will end up costing them more money again. I just wish they would have at least followed the procedures of the contract and let the chips fall where they should. It is obvious to me that the stuffed shirts are just looking at the bottom line when it comes to eliminating routes, not the correct data to look at and see if an adjustment is warranted. Stay tuned for the latest updates on the grievances that will end up following this debacle. Speaking of grievance settlements, the district has just released their figures on grievance payouts for the past year. All I can say is the number is outrageous! The total amount of monies paid on all grievances tops out at a staggering \$965,000.00! And you wonder why the postal service is bleeding profusely! One number that really makes me nauseous is the \$22,000.00 payouts due to Article 8 violations. If managers knew how to manage, their OTDL there should never be any Article 8 violations. It is the easiest provision of the contract to manage, but most managers would rather pay out "free money" to the OTDL than give them the work. They continue to force non-OTDL carriers to work before utilizing the OTDL and CCA's properly. I think it is time for re-training our managers and have them start being held accountable for these repeat violations. Hope to see everyone at this month's meeting for the latest news and developments.

Gary DiGiacomo- President

Phone Numbers to Remember

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

Attendance Prize Now At \$150

Had he attended the regular monthly meeting of the Branch on **Wednesday, April 16th, Norm Haas**, a retired member, 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.

Next Meeting

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

Health Benefits

The NALC Health Benefit plan is redesigning its website. Please assist us by completing this short, 10 question survey. The survey can be found at NALC.org...Departments...Health Benefit Plan. Your input helps in accomplishing these improvements. Any comments, questions, or concerns regarding the HBP please feel free to contact me any time at 856-346-1177. All optical claims please send a COPY of your receipt with your name, and address on it to:

George Greenwood, HBR
1083 Chews Landing Rd.
Laurel Springs, NJ 08021

Branch Scholarship

We will be drawing the winner of this year's Branch Scholarship at the regular monthly meeting on May 21st. The winner of the Scholarship will receive a fund of \$ 2000.00 (\$500.00 a year for four years). Applications are available at every monthly meeting, on the web site or you can contact **Trustee Shawn McBride**. All previous winners that still receive Scholarship payments must submit any updated info to Shawn by the May monthly meeting. This would include the student's current college and where he or she will be attending in the upcoming fall semester. Remember all students must be a full time student. All payments for the upcoming fall semester will be sent to the colleges in June. If you have any questions, Trustee Shawn McBride can be contacted by phone at 856 **649-9317** or email smcbride1@comcast.net

Shawn McBride

Fourth Contract Cola

Following the April 15 release of the March Consumer Price Index (CPI), the accumulation toward the fourth cost-of-living adjustment (COLA) under the 2011-2016 National Agreement is **\$395 annually**. This COLA will be based on the increase in the CPI between January 2014 and July 2014 and will be effective in the second full pay period after the release of the July 2014 CPI.

Retiree Cola

The accumulation toward the 2015 cost-of-living adjustments (COLAs) for both Civil Service Retirement System (CSRS) and Federal Employee Retirement System (FERS) was **1 percent** following the April 15 release of the Consumer Price Index (CPI) for March 2014. The 2015 COLA will be based on the increase in the average CPI between the 3rd quarter of 2013 and the 3rd quarter of 2014.

Grievance Log
Step B Decision

Blackwood- Management did not have just cause to issue grievant a Letter of Warning for "Failure to meet the Attendance Requirement of your Position." As a remedy, the Letter of Warning will be reduced to a discussion.

Deptford- Management violated Article 19 and 41 of the National Agreement and chapter 2 of the M-39 Handbook as well as numerous sections of the M-39 regarding the 8-week time card analysis, their failure to properly evaluate the grievant's route, and their failure to implement the necessary route adjustments within 52 days! As a remedy, the time card analysis shall be discarded due to lack of data integrity. The average street time during the week of inspection will be the selected time. Management shall adjust the grievant's route from its evaluated time of 8:45 to as near 8 hours as possible. The adjustment must be completed within 30 days of this decision. Furthermore, the grievant shall receive a lump sum payment of \$250.00 for the delay in adjusting his route.

Deptford- Management did not have just cause to issue grievant a Letter Of Warning for an alleged safety violation. As a remedy, the Letter of warning shall be rescinded.

Deptford- Management violated Article 10 of the national Agreement and the ELM section 513.511 when the denied the grievants' requests for advance sick leave. As a remedy, the grievant will be granted 120 hours advance sick leave that will be processed by the installation head and also will include any reimbursement of annual leave or LWOP used in this instance for this approved FMLA absence.

Riverton- Management did not have just cause to issue the grievant a 14-Day Suspension for "Failure to Follow Instructions-Failure to Report an Accident or Injury." As a remedy the 14-day suspension shall be rescinded

Formal A Decisions Camden Annex

Bellmawr – 7 Day Suspension Failure to Follow Instructions reduced to Letter of Warning for 3 months.

Bellmawr- Letter of Warning Failure to Follow Instructions reduced to discussion.

Bellmawr- 7 Day Suspension Failure to Follow Instructions/ Failure to meet Reporting Requirements reduced to Letter of Warning 9 months

Gloucester- 7 Day Suspension Failure to work in a safe manner reduced to Letter of Warning 1 yr.

Gloucester- 7 Day Suspension Failure to work in a safe manner reduced to Letter of Warning 1 yr.

Haddon Heights - 14 Day Suspension Failure to work in a safe manner reduced to Letter of Warning 18 months.

Haddon Heights – Letter of Warning Failure to Follow Instructions rescinded

Haddon Heights – Letter of Warning Failure to Follow Instructions reduced to 3 Months.

Haddon Heights – Letter of Warning Failure to Follow Instructions reduced to 3 Months.

Haddon Heights – Letter of Warning Failure to Follow Instructions reduced to 3 Months.

Mt. Ephraim – Letter of Warning Failure to Follow Instructions reduced to 3 Months.

Mt. Ephraim – 14 Day Suspension Failure to Follow Instructions/Work in a safe manner reduced to Letter of Warning 9 months

Westville- Letter of Warning Failure to Follow Instructions/Meet Reporting Requirements rescinded.

Westville – 7 Day Suspension Failure to Follow Instructions/ Work in a Safe Manner reduced to Letter of Warning 1 yr.

Westville – 7 Day Suspension Failure to Follow Instructions/ Work in a Safe Manner reduced to Letter of Warning 1 yr.

Westville- Parties agree to combine the 7-Day Suspension and Letter of Warning Failure to Follow Instructions/Meet Reporting Requirements to a Letter of Warning 1 yr.

Informal A

Bellmawr- Failure to Follow Instructions rescinded

Bellmawr- Failure to Follow Instructions rescinded

Bellmawr- Letter of Warning Failure to Follow Instructions/Meet Reporting Requirements rescinded.

Gloucester- Letter of Warning Failure to Follow Instructions reduced to discussion.

Mt.Ephraim – Letter or Warning Failure to Follow Instructions reduced 3 months

Mt.Ephraim – Letter or Warning Failure to Follow Instructions reduced to discussion

Westville- Letter of Warning Failure to Follow Instructions/Meet Reporting Requirements reduced to a discussion

Safety and Health

As the summer heat begins, Director of Safety and Health Peralta wants to remind you to protect yourself.

Many offices have failed to give the heat-related safety talks over the last two years, so we need you to get involved by helping to spread the word about our safety messages. Here is an excerpt from a statement made in the past by OSHA's Dr. Michaels:

Whenever there is high heat, outdoor workers are at increased risk for heat-related illnesses and deaths. In fact, every year thousands of workers experience heat-related illnesses, and dozens more are killed by heat, and it happens in every part of the country...

The workers most at risk for heat-related illness are in construction and agriculture, but there are many outdoor workers in other industries who are at increased risk as well. These include workers in transportation, sanitation and recycling, building and grounds maintenance, landscaping services, oil and gas operations, and anyone else who does strenuous work in the open air.

We need your help to get the word out to employers that they are responsible for providing workplaces that are safe from excessive heat. This means regular breaks for workers so they can cool down. It means regular access to water so workers can stay hydrated. It means training for workers on the symptoms of heat illness—and what to do if they see a co-worker showing signs of dehydration or heat stroke.

OSHA has five key pieces of advice:

- One: Drink water every 15 minutes, even if you are not thirsty.**
- Two: Rest in the shade to cool down.**
- Three: Wear a hat and light-colored clothing.**
- Four: Learn the signs of heat illness and what to do in an emergency.**
- Five: Keep an eye on fellow workers.**

Thank You

A big Thank You ! goes out to Jake Evison, from our Deptford Office, for donating his time to DJ the banquet. Thanks again, Jake.

Non- Union Members

James Costello- Riverton
Dean Harrison- Riverton

Attention*

Please remember to give any changes of address to your **Steward** so that you can continue to receive the Branch Newsletter and other important information. Alternatively, send changes to **Mike Powell, Recording Secretary at P.O. Box 375, Gloucester** City, NJ 08030 or 908Recordingsec@comcast.net.

Name: _____
Current Address: _____
New Address: _____
Phone Number: _____
E-mail: _____
Post Office: _____