

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, Palmyra, 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 May 2016

Presidents Report

Last month I mentioned the new harassment tool management is trying to implement, the **P.E.T.** performance enhancement tool, and I just wanted to update everyone on where it stands. It appears this latest and not so greatest system was introduced to the area by the past district manager and now vice-president of the Eastern Area, Dr. Joshua Colin. I guess since the self-proclaimed "genius," hey, he does have a large educational background I will admit, has instituted this tool, everyone has to buy into it! I have been told he expects managers to issue discipline and move them forward or face his wrath! It is pretty pathetic when his own underlings know this is a blatant violation of the handbooks and manuals and aren't comfortable following his directives, but are doing so because of the pressure. I hope everyone doesn't get caught up in this deceptive web of entrapment and refuses to answer any questions that are asked based on scanner inactivity. This is their tool and is not incorporated into any manuals, so just remember to address any questions asked on this premise as one that you cannot recall why there was no activity on your scanner. All you need to tell them is you are out delivering the mail and scanning all packages and MSP's as per your job description. You are not required to document every second of your day. If they have a problem with your performance they should get off their lazy butts and drive out and see you. Please don't be intimidated when asked these questions and make sure your steward is present during any interrogation. I hope this is just an area test and will be dismissed by Washington once they see the harm it is doing to the morale of the employees.

Next, I want to clarify a situation that some may be facing in regards to crossing the Verizon picket line in some areas. As everyone knows, as a union we honor all picket lines, however in this case, if we must cross it to deliver the mail we must cross it. If any carrier has an issue with crossing the picket line they should contact their supervisor any make them aware of the situation. Verizon workers know we respect their line and would gladly walk with them after hours, but as Federal workers we are required to deliver the mail. I hope this clears up any rumors you may have heard on our position.

I recently had a meeting with the district manager and the POOMS to discuss many of our concerns, and it was a good meeting in that they have changed the forum to a question and answer meeting. The biggest concern once again concerned the CCA's. It looks like the district has hired to many CCA's as of now, which is one of the reasons they aren't being properly trained, which causes many to quit, which is a huge concern. The district manager is now able to monitor how the CCA's are being utilized in offices by watching how managers are working them on a daily basis. If they are overburdening them she can see, as long as the supervisors are inputting the correct assignments, which is a real issue, because we know all managers are honest! Yea, right!

Hopefully, with more eyes watching, we can keep the future employees from being abused by the local managers, which in turn will keep them here for the duration. Time will tell.

One last item, the food drive is here once again and we just found out that the South Jersey Food Bank donated bags, so we will be delivering the bags as well as postcards this year, it is very important we make sure every house gets one. This is a great endeavor for the food banks to replenish their shelves, so make it a good day not a bother. The district manager is behind this effort, so don't let any manager tell you it is just our drive

and not a shared effort. Hopefully, there won't be any managers who fight this day, but if you are having an issue with any manager, please contact ASAP, so I can let the POOMS know.

Gary DiGiacomo – President

Next Meeting

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

Attendance Prize Now at \$125

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday April 20th, Anthony Cristella**, a member out of the Blackwood Office would have been the recipient of the **\$100** attendance prize. The prize now increases to **\$125** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

Comments From The VP

On **April 16th** we held our annual retirement banquet at Colleens Catering in Gloucester City. I would like again to wish our 2016 retirees a happy and healthy retirement. This event has grown by leaps and bounds since I took over running it, so I would like to thank the following members, **Ozzie Lecky, Pete DeSimone** and **Phil Haas** for all their help selling tickets and raffle tickets at the door and **April Litty** for taking pictures and **DJ Jake Evison**. On **June 26th** we will have a Phillies game day down stairs at the hall for all retirees and regular members more details will follow next month. I have some interesting news from the Camden Annex. The Annex is a duo where members of our Branch 908 and Branch 540 co-exist. It was brought to my attention that an officer in Branch 540 was on a higher-level management assignment (pay level 16). Since I am an Officer and Steward representing Branch 908 at the Annex I requested the 1723 for this detail and it did indeed verify that this detail was a management detail and pay level 16. I have not had the opportunity to discuss this with the President of Branch 540, however I have had many members of Branch 540 approach me with all sorts of concerns pertaining to this officer and this detail. It seems that they have been told by their elected Branch Officers that it's ok that one of their officers is on a higher level management detail. At this point it would seem to me that the officer would have to vacate his officer position in accordance with Article 5 of the National Constitution; however, I will be contacting our National Officers in Washington to get clarification of this situation. Some may be wondering why I am getting involved with this since it pertains to Branch 540. I am getting involved because I want to make sure that none of our Branch 908 members are adversely effected by this situation. I will have more to report on this situation next month. I can be reached at **856-906-2026** if any members have any questions or need assistance on any matter.

Proud to be Union

Mike Powell - Vice President

Health Benefits, MBA, FMLA

In his April POSTAL RECORD column, NALC Health Benefit Plan Director **Brian Hellman** encourages HPB members to complete a free health risk assessment to help you take a positive step toward better physical and mental health: Simply go to <http://www.nalchbp.org/...>

May is National Physical Fitness and Sports Month. Working/walking everyday does not constitute a healthy lifestyle. Do yourself a favor. Schedule a full physical complete with blood work, and find a sport, or physical fitness routine that suits you. The rewards pay for those Dr. appointments you don't have to schedule.

Warm weather is on us, and vacation times are starting. Keep in mind where ever you may be stateside CVS has minute clinic if you become ill, as well as Target stores for any prescription needs while away.

Any questions on HBP, MBA, FMLA, or Optical reimbursements feel free to contact me anytime at 856-304-8665, or log into the following web pages for HBP, and MBA:

Health Plan—<http://www.nalchbp.org/...> Mutual Benefits--
www.nalc.org/member-benefits/mutual-benefit-association....

Optical reimbursements one per family per year please send copy of receipt to George Greenwood 1083 Chews Landing Rd. Laurel Springs, NJ 08021

George Greenwood – Health Benefits Officer

Trustee Report

Brothers and Sisters, I just wanted to say our Branch Banquet and Retiree Social went very well. The new owners of Kelly Ann Ballroom, which is now called Colleens Catering, have completely remodeled the building, what an upgrade. It looks great! Everyone had an excellent time. Next year's banquet is scheduled for **April 1, 2017**. The cost for next year's banquet tickets for union members and their families will be \$25 per person, an increase of \$5; we have not had an increase since banquet started and the Branch's costs have continued to rise. Pictures taken at banquet by Trustee/Branch photographer **April Litty** are available to view on the Branch 908 web site.

When reading this newsletter, please try to remember the Branch has new and clean used uniforms at the hall free of charge; all new hires are encouraged to come and check out the uniforms and take whatever you can use. Our next event is the Annual Branch Picnic on **September 11 2016**, at Clementon Lake Park from 11 am to 7 pm. Tickets will be 15.00 pp for both parks, keep the date open.

The next Trustee meeting will be **May 26** at 7:30 pm at the union hall, anyone wishing to attend is welcome to do so. The NALC and USPS annual food drive is **May 14th**.

James Comuso Sr – Trustee Chairman

Ozzie's Corner

Happy May Branch 908 Family! I have many thank yous to deliver this month. First, I want to thank the following carriers for their contribution toward the LCPF: **Theodore A. Allen Jr, Leroy Blount, James C. Davis, Matthew DuGuay, Elmer Dunbar, Paul Fowler, Rico Jackson, Harry Tolliver, Willie Williams, Jeremy Wilson and Joseph Zane**. Remember, all active and retired carriers of Branch 908 are urged to donate just \$1 per pay to assist in one thing: Job Security.

Next, I want to send a big thank you to our Vice President **Mike Powell** in assisting me in getting Conreessman **Donald Norcross** to speak at our **April 16th** retirement banquet. The Congressman shared with us that he is for our jobs including door to door delivery because he said we are the eyes and ears in our neighborhoods we deliver in. Con. Norcross has been a true union supporter in South Jersey for many years and he is a good friend to Branch 908. Finally, I want to thank our President **Gary DiGiacomo** and HBO **George Greenwood** for going down to Washington DC with me for our New Jersey Congressional visit. In New Jersey, ten out of the twelve Congressmen are for our jobs and 6-day delivery, now that is what I call a BIG THANK YOU!

I hope to see you all at **May 18th's** meeting.

Ozzie Lecky - Letter Carrier Political Fund Chairman

\$580 Raised for LCPF at Banquet

A 50/50 held during the Branch Banquet raised \$290 for the Letter Carrier Political Fund. The winning ticket was held by Branch Trustee Chairman **Jim Comuso**. **Jim** donated his \$290 to the Letter Carrier Political Fund also for a total of **\$580**.

Attention All Branches

Branch 908 is submitting a resolution at the upcoming convention that would provide Letter Carriers with a more effective dog deterrent than the pepper spray currently provided. Any Branch that would like to support or has any questions concerning this resolution please Contact **Mike Powell**, Vice - President @ 908vp@comcast.net or 856-906-2026 or **Steve Lipski**, Financial Secretary@ 856-430-0398. Please note that this resolution will be voted on at our general membership meeting.

Phillies Game Day

On **Sunday, June 26th**, we will be holding a Phillies game day downstairs at the union hall for all retirees and regular members. Refreshments and light snacks will be served. More details will follow in next month's newsletter. Contact **Mike Powell** with any questions @ 856-287-8768

Grievance Log Step B Decisions

Deptford- Management **did not** have just cause to issue grievant a 14- day Suspension for Improper Conduct. As remedy the 14- day Suspension shall be rescinded.

Hammonton- Management failed to provide make-up overtime hours/opportunities during quarter 4 of 2015. As a remedy carrier **King** shall be compensated 20 hours of make-up overtime not afforded during the 4th quarter of 2015. Grievant **King** shall be paid **\$863.00**.

Hammonton-Management was in violation of Article 1.6 of the national Agreement when they performed bargaining unit work by removing parcels from carrier hampers. Since the amount of time is minimal a monetary remedy isn't warranted at this time. Management is instructed to cease and desist.

Maple Shade- Management violated the grievant's rights when they removed him from his permanent reassignment position by reducing his work hours to 4 hours per day. As a remedy the USPS Law Department provided the grievant with a PS-7 AMS Specialist position under the USERRA regulations. The grievant will receive back pay for any lost time as a result of this violation.

Marlton- Management **did fail** to take the lead in maintaining an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities as required by Section 115.4 of the M-39 Handbook. The appropriate remedy is to direct management to take the lead in the future.

Williamstown- Management **did not** have just cause when they issued grievant a 7-Day suspension for Unsatisfactory Job Performance/Failure to meet Attendance requirements. As a remedy the 7-day suspension shall be rescinded.

Step A Decisions - Camden Annex

Westville- 14- day suspension for Failure to Follow Directions will be rescinded and removed from grievant OPF.

Westville- 14- day suspension for Attendance will be rescinded and removed from grievant OPF.

Branch Scholarship Drawing

We will be drawing the winner of this year's Branch Scholarship at the regular monthly meeting on **May 18th**. 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 Branch web site, or you can contact Trustee **Jim Boyle**. All previous winners that still receive Scholarship payments must submit any updated info to Jim 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 **Jim Boyle** can be contacted by phone at 856-952-6107.

\$650 Raised For MDA

Our annual raffle of Philadelphia Phillies Sunday Season Tickets raised \$650 for the NALC's national charity, MDA. Unfortunately, the winner of the Phillies tickets, Kelli Eller is not a Branch member, but MDA is the big winner. Thanks to all who bought chances. Watch for our next MDA fundraiser, which will be chances for a pair of Philadelphia Eagles season tickets. Your Shop Stewards will have the raffle tickets soon. Please take a chance to win and help a great charity at the same time.