

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, 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, Westville, Williamstown, Woodbury, Woodstown



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Newsletter Com: Spence, Lipski, Powell Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com May 2017

Presidents Report

We have just concluded the route inspections for our Deptford/Woodbury office, and it appears the numbers have shown basically what we thought going in. Our DUO offices from Pitman, Lawnside and National Park are showing over and the other offices, Runnemede and Barrington are showing a little under. The other offices inside Deptford are relatively close to 8 hours, give and take a little each way. We will now have updated base data for all of the routes, which is what was desperately needed. Hopefully, all will work out when the adjustments are completed. The only concern I have is the office will be adjusted using C.O.R. For those of you who are not familiar with this process, it stands for Carrier Optimal Routing. This process can be very dangerous if not used properly. This is a management conducted inspection, and we will not have any of our own COR technicians in the room when they push the button. We will be monitoring these adjustments, and hopefully they will allow us to watch the process before they make their final adjustments. I will keep everyone updated as the adjustments go forward.

The next item I would like to address concerns some much needed by-law changes. You will notice in this month's newsletter some of the first changes we will be voting on in June. Based on the training two of our officers received last month, the by-law committee is getting our by-laws up to date to conform with the national constitution. Please look at them carefully and be ready to discuss them if you have any questions or concerns.

One last item I would like to share comes from our National Executive Vice-President Brian Renfroe. It appears the National is planning on having **newer member** training on May 14-19 at the Maritime Institute of Technology in Linthicum Heights, Md. This week long session will train attendees on the history and structure of the NALC. It will also teach and give them the opportunity to practice a number of skills that will be beneficial to them in whatever role they may serve in the future. Only letter carriers that served as CCA's under the 2011 National Agreement are eligible to attend, including current CCA's and those that have since been converted to career status. They are looking for attendees that have demonstrated a commitment to working for fellow letter carriers and are involved in branch activities. If you think you may be eligible for consideration, please let me know and we can discuss this with the Executive board. If not, please start getting involved, so if the National continues to offer this training on a yearly basis you may be in line to go next time. - Gary DiGiacomo – President

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, May 17th @ 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 10th @ 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 19th, Jim Wallace**, a retired

member out of the Voorhees 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

As I stated in my March article, morale is at an all-time low over here at the Camden Annex (aka) The Hell Hole. Management has created a hostile work environment here at the Annex. Management at the Hell Hole seem to think that they can bully carriers to adhere to their false numbers for leave and return times, or that they can bully carriers to come to work by not paying them (LWOP) when they call out sick and the list goes on. Bullying is not the correct way to engage with any employee and it certainly is not working at the Hell Hole. Until Management starts to treat the employees here at the Hell Hole the proper way things will only get worse. I was given the following profile of a supervisor in one of the zones when he was a carrier, it goes as follows: He would not work if it was over 85 degrees, He would walk out and go home if he did not have a caravan to drive, and if he didn't get the pivot or overtime piece that he wanted he would carry on like a little baby. I personally don't know who this particular supervisor is, but if anyone knows who this sounds like please let me know. Finally, the winner of the Phillies tickets was Sally Ashe, unfortunately she is not a Branch member. On a positive note we did raise \$459 for MDA. PROUD TO BE UNION

Mike Powell - Vice President

In Memoriam

Carlo Marta, on March 30, 2017, age 82, Branch Gold Card member who retired out of the Runnemede Post Office.

Health Benefits, MBA, FMLA, Optical

Hello Brothers and Sisters. Happy springtime. This month I just wanted to bring up one of the great things our NALC Union has available for us. Mutual Benefits Association. MBA is a collection of policies, and programs designed for the financial, and life planning of all NALC members. An overview of MBA Insurance, and savings programs is: Paid Up at Age 90 MBA Whole Life Insurance, Paid Up at Age 65 MBA Whole Life Insurance, Paid Up in 20 Years MBA Whole Life Insurance, 10-Year Renewable and Convertible MBA Term Life Insurance, Group Policy (Accidental Death), Independence-Single Payment, Hospital Plus, MBA Retirement Savings Plan, MBA Family Retirement Savings Plan. New employees (CCA's) the MBA Retirement savings is a great way to get started on retirement before converting to career. All programs, brochures, and information can be found at nalc.org under member benefits.

FMLA, and what are you entitled to: FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

- Twelve workweeks of leave in a 12-month period for:
 - the birth of a child and to care for the newborn child within one year of birth;
 - the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of

placement;

- to care for the employee's spouse, child, or parent who has a serious health condition;
 - a serious health condition that makes the employee unable to perform the essential functions of his or her job;
 - any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" **or**
- Twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

Optical one per year per family \$20 reimbursements please mail a copy of your receipt with name, office/retired on it to me at: George Greenwood 1083 Chews Landing Rd., Laurel Springs, NJ 08021....Any questions give me a call...856-304-8665...

George Greenwood, HBR

Branch Scholarship Drawing

We will be drawing the winner of this year's Branch Scholarship at the regular monthly meeting on **May 17th**. 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.

Proposed By-Law Amendments

The following proposed amendments to the Branch By-Laws were read at the regular meeting of the Branch on **April 19th**. They will be opened for discussion and voted upon at the regular monthly meeting of the Branch on **June 21st**:

Article 5: Section 15:

Currently Reads:

Those Convention Delegates elected by the Branch to be compensated for their attendance at a National Convention shall be compensated for the actual cost of meals and incidental expenses not exceeding the GSA per diem rate established for the city and state in which such convention is held.

The mode of transportation, cost, and place of lodging shall be determined by a consensus of the delegates elected to be compensated for their attendance at a National Convention, the cost of which shall be borne by the Branch Convention Fund, provided that the cost of lodging does not exceed the GSA maximum lodging amount for the city, state in which the convention is held, however, if suitable housing is not available at a rate below the GSA maximum lodging, the Branch will pay the additional housing costs. Also, that the cost of transportation is the result of an exhaustive search for suitable transportation at a reasonable cost. Unless reasonable and necessary travel arrangements otherwise preclude it, convention lodging will cover the period Sunday through Friday, 6 nights.

Unless exempted by a consensus of the delegates to be compensated for their attendance at a National Convention, all Branch compensated convention delegates will be lodged in the hotel determined by the delegate consensus. Those who do not use the mode of transportation or lodging determined by a consensus of the delegates to be compensated for their attendance at a National Convention, shall not be compensated for any travel, lodging or per diem cost in excess of that provided for delegates who comply with the consensus.

Also, eligible National Convention Delegates elected to be compensated for their attendance at a National Convention will be compensated \$50 per day lost time.

Proposed Change:

(Delete the above language and replace with language below):

Branch shall bore the expense of transportation and housing for the national convention. In addition, compensated delegates shall receive \$100.00 a day for meals and incidentals. This expense shall not exceed \$700.00.

Article 5: Section 16:

Currently Reads:

The same two and a half (2.5) percent of the Branch membership nominated and elected to be compensated for their

attendance at a National Convention, shall by virtue of such election be compensated to represent the Branch as delegates to the State Convention provided they meet the attendance requirements and the Branch Executive Board approves attendance at the State Convention. They shall be compensated \$100 per day for meals and transportation. Cost of convention registration shall be borne by the Branch, as long as it does not exceed the Branch budget. If this occurs, the membership may vote at the regular meeting to approve the additional expenditures if funds are available.

Proposed Change:

The same two and a half (2.5) percent of the Branch membership nominated and elected to be compensated for their attendance at a National Convention, shall by virtue of such election be compensated to represent the Branch as delegates to the State Convention provided they meet the attendance requirements and the Branch Executive Board approves attendance at the State Convention. They shall be compensated \$100 per day for meals and transportation. Cost of convention registration shall be borne by the Branch.

Article 5: Section 17:

Currently Reads:

The Branch Trustees shall set aside in a separate Bank Account, the budgeted funds for National and State Conventions. Such funds shall be used exclusively to compensate Delegates representing the Branch at State and National Conventions.

Proposed Change:

The Branch Treasurer shall set aside in a separate Bank Account, the budgeted funds for National and State Conventions. Such funds shall be used exclusively to compensate Delegates representing the Branch at State and National Conventions.

Article 5: Section 18:

Currently Reads:

The Branch shall bear the cost of transportation, meals and lost time for delegates of the Branch to attend the annual NJ State Association Congressional Dinner, as long as it does not exceed the Branch budget. If this occurs, the membership may vote at the regular meeting to approve the additional expenditures. Housing will be arranged by the Recording Secretary, and any cost deviation from same shall not be compensated for by the Branch. By virtue of their election to office, the elected officers of the Branch shall be delegates to the Breakfast. They shall be compensated \$100 per day for meals and transportation. Housing arrangements shall be made and paid for by the Branch.

Proposed Change:

By virtue of their Positions, the Officers and LCPF chairperson shall be delegates to the Congressional Conference in Washington, DC. They shall be compensated \$100 per day for meals and transportation. Housing arrangements and registration shall be made and paid for by the Branch.

Article 15: Section 1:

Currently Reads:

These By-laws shall not be altered or amended except by a majority vote of all members present and voting at a regular meeting called for that purpose semi-annually in February and June. All proposed amendments shall first be presented to the By-laws Committee, which shall review same for the purpose of conformity of language and lack of ambiguity only. The By-laws Committee shall exercise no control over the intent or purpose of the proposals. The proposed amendments shall then be read by the Chairperson of the By-laws Committee at a regular monthly meeting of the Branch after which they shall, except for good, sufficient or emergency considerations approved by the Executive Board, be laid over until the semi-annual meeting at which time they shall be debated and voted upon after having been published in the Branch Newsletter.

Proposed Change:

These By-laws shall not be altered or amended except by a majority vote of all members present and voting at a regular Branch meeting. All proposed amendments shall first be presented to the By-laws Committee, which shall review same for the purpose of conformity of language and lack of ambiguity only. The By-laws Committee shall exercise no control over the intent or purpose of the proposals. The proposed amendments shall then be read by the Chairperson of the By-laws Committee at a regular monthly meeting of the Branch after which they shall, except for good, sufficient or emergency considerations approved by the Executive Board, be laid over until the next regular Branch meeting at which time they shall be debated and voted upon after having been published in the Branch Newsletter.