

**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

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

Return Service  
Requested



BUY AMERICAN - BUY UNION



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

### Presidents Report

As I stated last month, the USPS and the NALC have entered into another joint route evaluation process called CDRAAP. Under this new process, management is required to post the **Work Hour Workload** report daily in a spot in your office that is visible for everyone to see. This report shows your volumes and times you are projected to work and the time you actually worked on your route each day. I want everyone to monitor their routes each day to make sure you are getting the proper volumes and times for your routes. If you have trouble reading this report please ask your steward to explain it to you. This report is very important to look at since it will be used to make adjustments if your office is selected to be inspected under the new process. I can tell you one thing I have found already in some places is the numbers management is inputting is incorrect, but it is not a surprise since we found just about every office has been "cheating" in order to satisfy the district for the last couple of years. I want everyone to start looking at their numbers and become vigilant in making sure your numbers are accurate. If your manager is not posting this report, please let me know, as they have all been instructed to comply with this directive. I know they do not want this information out there, because they will now be exposed for squeezing our members with their bogus "under time" nonsense they continue to try to jam down our throats! This sharing of the data is a manager's nightmare as they now will not be able to hide behind their underinflated numbers. Another situation that has begun to surface deals with our CCA's. It appears management is now trying to continue and try to cut the hours of our CCA's by not scheduling them and having them wait by the phone for a call. They are telling them they had better answer the phone when they call or else face the possibility of removal or a cut in hours! First, management has no right to require anyone to sit by a phone and wait for a possible call. This issue has already been resolved in the questions and answers in the JCAM where it states in #25 that CCA's are not required to remain on "stand-by" or remain at home for a call in when they are not scheduled to work! If you want to work you answer the phone, if not you are not required. If you are ever threatened with, repercussions please let me or your steward know immediately. This is a terrible way to treat employees and those managers who manage this way need to be called on the carpet for this type of behavior. Speaking about manager's behavior, last month I raised the issue about the problem we were having in the Deptford/Woodbury installation. We held a meeting with the POOM, Business Agents office, stewards and managers to see if we could find the underlying cause of the climate issues that has erupted since the new OIC and supervisor came on board. We had a lengthy meeting and heard all sides of the issues and concerns of all involved. As usual, management believes they are not the problem and it is the carriers who are not doing their jobs properly, which is why there are so many disciplines being issued. I will admit there are some things carriers are doing that need to be addressed, but I found it was the way the issues were

being handled that was causing the tension and stress level to be at an all-time high. Let us face it; some people just cannot manage people. As time goes by, we will see that these problems will get resolved when you get someone to figure out that certain people should not be managing people. These problems are far from over and we are continuing to move our concerns forward regardless of the deaf ears from above! See you at this month's meeting.

Gary DiGiacomo- President

### Phone Numbers to Remember

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

### Attendance Prize Now At \$250

Had he attended the regular monthly meeting of the Branch on **Wednesday, October 15, AJ Cerquoni**, a retired member from our Swedesboro Office would have been the recipient of the **\$225** attendance prize. The prize now increases to **\$250** 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, November 19 @ 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, November 12 @7:30 and 8pm** respectively.

### Trustee Report

Brothers and Sisters it is that time of year again when we have our Annual Turkey Raffle in honor of former branch officer Jack Bittner. For those members who didn't have the pleasure to know Jack, he was the longest serving chief trustee for our branch until his passing in 2007. In his memory I started to purchase a turkey every November and raffle it off at our regular meeting. All you have to do is show up and you are automatically in the drawing. One last item, any member who has uniforms they wish to donate for our new CCA's please bring them to the hall and put in our uniform area. Any new CCA's who would like uniform clothes please come to the meeting or arrange to come to the hall and feel free to take what you need.

Trustee Chairman, James Comuso, Jr

### Save The Date Children's Christmas Party

The annual Children's Christmas Party will be held on **December 7<sup>th</sup>, from 1pm- 3pm** at the Union Hall. Anyone interested in helping or has any questions can contact Trustee Pete DeSimone@ 609-680-3129

### **Branch 908 Holiday Raffle**

The Branch will hold its **Annual Holiday Raffle** at the Regular Membership Meeting on December 17. This year we will be raffling off a 50 inch RCA HDTV and a DVD Home Theater Plus as an added bonus a Prestige 7inch 8 GB Tablet. See your Steward for Tickets, which are \$2. Any questions contact **Trustee Shawn McBride** or **Recording Secretary Mike Powell**.

### **Health Benefits**

It is officially open season. **Open Season** will begin November 10, 2014 and continue through December 8, 2014. Career employees, and retirees go to nalchbp to get info on the NALC Plan, or OPM.gov to see a plan comparison. Under insurance click Healthcare. From there you can compare all plans available. CCA's go to nalchbp.org. Under Quick Links click on CCA information to see all that is available to you. Open season also involves the following programs:

- Federal Employees' Health Benefits (FEHB) Program**
- Federal Employees' Dental and Vision Insurance Program (FEDVIP)**
- Flexible Spending Accounts (FSA) Program**

In addition to the above mentioned don't forget The NALC also offers various insurance programs through the Mutual Benefit Association. The following programs are available through MBA:

- Go to nalc.org. Under member benefits click on Mutual Benefit Association.
- 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**
- Independence—Single Payment**
- Hospital Plus**
- Maturity Income**

Optical reimbursements send your receipt to:

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

**Mt. Ephraim-** 14- Day Suspension-Failure to Work in a Safe Manner/ Unsatisfactory Work Performance. **14-Day suspension will be rescinded.**

**Mt. Ephraim-** 7- Day Suspension - Failure to Follow Instructions/ Unsatisfactory Job Performance. **7-Day suspension will be rescinded.**

**Westville** – Letter of Warning- Failure to Follow Instructions/ Unsatisfactory Job Performance. **Letter reduced to 3 months from date of incident**

### **General Contact Information for Retirees**

The **NALC Retirement Department** can be reached by calling **800-424-5186** (toll free) Monday, Wednesday or Thursday, 10 a.m.-Noon or 2 p.m.-4 p.m. (Eastern time), or by calling the NALC Headquarters switchboard at **202- 393-4695** Monday through Friday, 9 a.m.-4:30 p.m. (Eastern time) and asking for the Retirement Department. The **USPS HR Shared Service Center (HRSSC)** can be reached by current employees who are planning or applying for retirement by calling **877-477-3273, option 5**. The **Office of Personnel Management (OPM)** acts as the personnel office for retired letter carriers, and is the agency responsible for administering retirement, health and life insurance benefits. Before you call or write to OPM, be sure to have your Civil Service Annuity (CSA) number ready. OPM can be reached by retirees who have a CSA number by calling **888-767-6738** or **724-794-2005**, 7:40 a.m.-5 p.m. Monday through Friday (Eastern time), or **202-606-0500** in the Washington, DC, area. Mail your written inquiries to **Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017** (unless OPM has specified a different address for a specific action such as health benefits open season).

### **2015 Color Coded Rotating Day Off Calendar**

Branch Assistant Recording Secretary and Webmaster **Norm Spence** has once again created a rotating day off calendar for 2015. The calendar can be viewed online, downloaded as a 12 page monthly calendar or a 2-page version. Thanks Norm.

### **Combined Federal Campaign Underway**

The Combined Federal Campaign (CFC) is under way, giving federal and postal employees the opportunity to make a charitable donation to one—or several—charities through payroll deduction. NALC President Fredric Rolando asks letter carriers to consider three charities: the Postal Employees' Relief Fund (PERF), the Muscular Dystrophy Association and United Way Worldwide.

### **College Planning for Letter Carrier's Children**

The branch will be giving a summary and providing handouts from a workshop the NALC presented at the convention this summer at the regular monthly meeting on November 19. The workshop was designed to benefit junior and senior high school students

### **Tips and Snippets**

**DOIS** is a management tool, not a method for adjusting Routes (M39, M-01505)

**DOIS** does not use an actual piece count in determining your office workload.

Here is a good one, it seems a supervisor in our Deptford Office thought she was sending a text to her boss that said she was going to put a certain Deptford Carriers name on her wall and punch it 10 times. Well, she sent it to the carrier instead, and he has made copies of it. Seems to me she should be removed from her position immediately, once the carrier reports her to the POOM and his Congressman, Senator, Labor Board, etc.

Speaking of our Deptford Office, Shop Steward Shawn Mc Bride uncovered thousands of hours of fraudulent clock ring changes made by the supervisors in this office, and guess what; When it was brought to the attention of the POOM and our Business Agent, whose salary we pay, all they could say was that it would not happen anymore, and to make it worse all those supervisors were promoted to full time positions. Is it just me or is there something wrong with that picture 'Just Sayin.

***The Branch Officers and  
Stewards wish all the Members  
and their families a  
HAPPY THANKSGIVING!***

### **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](mailto:908Recordingsec@comcast.net).

<b>Name:</b> _____
<b>Current Address:</b> _____ _____
<b>New Address:</b> _____ _____
<b>Phone Number:</b> _____
<b>E-mail:</b> _____
<b>Post Office:</b> _____ _____

**PROUD TO BE UNION**