

# 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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## Presidents Report

Last month I mentioned how the district was starting to try and ram down our throats their infamous, “demonstrated performance” nonsense, and I wanted to keep everyone updated on what they are trying to get away with. Beginning in November, they will start their all-out assault on the craft by trying to intimidate and harass the workforce with their ridiculous little program. You will be having your supervisor try and get you to commit to an exact time for your days duties, well before you can predict what you will need because of all the intangibles our job has going on each day. They will say they counted your mail and put those numbers into the computer and can tell you exactly what time you will leave and what time you will get back off the street! Let’s make this clear to everyone, especially the new employees who have no idea what an 1838 or 3999 is. If management is counting your mail they must fill out an 1838-c, which shows all your mail you will handle for the day. They are not doing this, but just measuring your mail and taking an eyeball count of what they think you have. They then put this number into their program and it spits out this number that takes away much of your allied/fixed office time. If they state they counted your mail ask them to show you the 1838-c they filled out. I guarantee they won’t produce one. That is why you are the determining factor on how much time your route requires on a daily basis, not their bogus numbers they bring around to you. They will be trying to say your fixed office time is no longer valid and you no longer need the 28 to 32 minutes that is built into your route. Don’t be bullied into agreeing with this nonsense. The M-39 handbook has not changed, even though this district seems to think they are God, and can change anything they want. For a refresher, and for the newer employees, I want to go over your fixed office times that management is trying to steal from you. When you clock in and inspect your vehicle, the time it takes to perform the 27-point checklist of your vehicle, anywhere from 3 to 7 minutes, is the time you get. If you don’t check your vehicle, like many of you are guilty of, you just lost that guaranteed time for the day.

**PLEASE CHECK YOUR VEHICLE!** The next item is when you markup mail, especially for those who have apartment routes. The M-39 page 103 shows you the time you are given to perform all of these items each day, i.e. markup mail, etc. When you go to the key desk and get your accountables you get 6 minutes as a base minimum time but if you get a lot each day you get the time to write up all those. Remember, the pm is included in these times as well. Taking the wrappers off your bundles of flats and circulars is another time management doesn’t want to give you credit for, but it is a part of your office functions. Safety talks are also included in your office time, even though they want you to absorb this as well. I ask all of you to take a look at the M-39 and be prepared to discuss your rights when your supervisor comes and tries to BS you with his nonsense.

One last item I must address, and that deals with carriers working off the clock. It has come to my attention that many carriers are working off the clock, which for the life of me I don’t get. Please, if you are doing that, **STOP!** All you are doing is hurting your route time, and it is also a violation of the contract. If you see others doing it, ask them to stop, since the managers won’t. Who wants to work and not get paid?

Gary DiGiacomo – President

## Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, November 16th @ 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, November 9th @ 7:30 and 8pm** respectively.

## Attendance Prize Now at \$225

Had she been in attendance at the regular monthly meeting of the Branch on **Wednesday October 19th, Kathy Ward**, a member out of the Marlton Office would have been the recipient of the **\$200** attendance prize. The prize now increases to **\$225** 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

I want to remind all our members that Branch 908 will be participating in an Angel Tree for under privileged children. The way it works is, tags are placed on the tree representing these children’s wishes. Donors pick a tag from the tree and then shop for the gift for the child selected. Please see your shop steward if you are interested in being a donor. If any member has any questions, contact Vice-President Mike Powell @ 856-906-2026. If you believe every child deserves a merry Christmas, please help! Daylight savings time ends on November 6 and we all know that some of us will be working in the dark. I want to remind everyone that if management instructs you to finish your assignment in the dark, and then make an attempt to follow that instruction until you feel that an unsafe condition exists. You, the carrier, are the one that makes that determination. If you determine the conditions are unsafe then inform your supervisor that you will be returning to the office. If you receive any discipline for your actions, contact your steward and we will grieve the situation. We deserve and have the right to a safe working environment as provided under article 14 of our National Agreement. Please take the time to vote in the upcoming election on November 8, your vote counts no matter what party affiliation you may be. Finally, I would like to wish all our members and their families a Happy Thanksgiving.

**Proud to Be Union**

Mike Powell - Vice President

## Health Benefits, MBA, FMLA, Optical

Hello all. It’s here. Open season for medical benefits begins Monday Nov. 14, and runs to Monday Dec. 12. Check out the NALC HBP. Very comprehensive coverage, excellent premiums, and co-pays with a huge list of participating physicians, hospitals, etc.. All active carriers can go to [liteblue.usps.gov](http://liteblue.usps.gov) to access, and handle any health benefit issues. Retirees go to [opm.gov](http://opm.gov) to make changes. Don’t forget open season also means dental, and vision insurance. These can be found at [opm.gov](http://opm.gov)...

CCA’s please contact me regarding what benefits are available to you through both USPS, and the NALC. The NALC offers you life, and health insurance, and also retirement savings. Active career carriers please help the new employees out, and

give them my name, and number as soon as they start work. Thanks.

Don't forget the Health Risk Assessment. When one covered member completes the HRA, you may choose one of the following: Self only CignaPlus Savings discount dental program coupon, a \$40.00 CVS gift card, or a wearable activity tracking device (fit bit).

Two or more covered family members (including the member) complete the HRA, you may choose one of the following: Family CignaPlus Savings discount dental program, a \$40.00 CVS gift card per person (limit 2 cards per enrollment), or a wearable activity tracking device (limit 2 devices per enrollment). Note: You must be 18 years or older to be eligible to complete the HRA.

It's getting late in the year now so don't miss your opportunity for your once a year optical reimbursement. Send a copy of your receipt with your name, and address on it along with what office you work at, or retired to George Greenwood, HBR, 1083 Chews Landing Rd., Laurel Springs, NJ 08021....Any questions give me a call (Home) 856-346-1177, (Cell) 856-304-8665. Happy Thanksgiving. Be safe.

**George Greenwood – Health Benefits Officer**

### Trustee Report

Well everyone, it is big bird month and there will be a free drawing for a turkey at this month's regular meeting. You must be present to win. It is the 9th annual Jack Bittner turkey drawing, please come out and have a chance.

Moving along the children's Christmas party is rapidly approaching December 11th from 1-3 at the union it is a great time for all. Please bring the kids out for free food and drink free toy and free pictures with Santa, you cannot get that in the mall. Speaking of free, we have uniforms, new and used, donated by retired and active letter carriers. You never know what you will find, it changes every month.

Just a little note to all, we are having a fundraiser for Trustee April Litty on January 15th at 7 pm at post 133 on Washington Ave in Woodbury. For those of you who are not in the know, April had open heart surgery in July of this year and has used all of her leave and has mounting medical co-pays and bills. It will be a beef and beer, Jake the snake will be our dj and there will be a Chinese auction and many other chances to win great items. Cost will be 25.00 a ticket. It is for a good cause, she's one of us. Please do not forget to take advantage of our optical fund and our sick and welfare fund, George Greenwood handles optical and Pete DeSimone handles sick and welfare. Come out to a meeting and find out what benefits you are entitled to.

**James Comuso Sr – Trustee Chairman**

### Ozzie's Corner

As Election Day gets closer and closer on November 8th, we as City Letter Carriers have to do our part in this important and crucial election. We have to continue to support the lawmakers that are for our jobs, benefits and working conditions. The E-activist link through the NALC has been sending updated dates for political rallies, labor walks and phone banks. In addition, E-activist gives you updated City Letter Carrier info about our craft including current national contract talks. Also, you can do your part by contributing to the LCPF. In October, I want to thank our 2 newest contributors, Karen Moss (Blackwood) and John Ebinger (Deptford). I am available anytime by phone at (856) 220-8658 or by email: opleckyjr@gmail.com if you have any questions about our Letter Carrier platforms. Finally, I want to wish all of my 908 family a Happy Thanksgiving. I hope to see you all at November 17th's meeting.

**Ozzie Lecky - Letter Carrier Political Fund Chairman**

*\*(By making a contribution to the LCPF, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the NALC or of employment by the USPS, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The LCPF will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the LCPF are not deductible for federal income tax purposes. Federal law prohibits the LCPF from soliciting contributions from individuals who are not NALC members, executive and administration staff, or their families.)*

### Grievance Log

#### Step B Decision

**Haddon Heights-** Management violated Article 10.5 of the National Agreement when they required the grievant to provide medical documentation when he called out sick on July 14, and 15<sup>th</sup>. As a remedy, the DRT will process a lump sum payment to the grievant in the amount of **\$30.00** as reimbursement for the co-payment to obtain medical documentation.

### Formal Step A Decisions

**Bellmawr** – Holiday schedule will be posted by 4pm on Tuesday preceding the holiday

**Gloucester-** 7-Day Suspension Failure to Follow Instructions/Extension of street time- Rescinded

**Gloucester-** Letter of Warning Attendance- Rescinded

**Gloucester-** Letter of Warning Failed Parcel Scan- Rescinded

**Haddon Heights** – 7-Day Suspension Failed Parcel Scan- Rescinded

**Haddon Heights** – 7-Day Suspension- Attendance- Rescinded

**Haddon Heights** – (2) Letters of Warning Safety- Reduced to 3 months

**Haddon Heights** – (2) Letters of Warning Failure to Follow Instructions/ Extension of street time- Rescinded

**Haddon Heights** – (3) Letters of Warning Failed Parcel Scan- Rescinded

**Westville-** 14 Day Suspension Failed parcel scan- Rescinded

**Westville** – 14 Day Suspension Failure to Follow Instructions/ Work in a Safe Manner reduced to 7 Day Suspension for 1 yr.

**Westville** – Letter of Warning- Unsatisfactory Job Performance- Rescinded.

### Informal A

**Bellmawr-** (4) Letters of Warning Failure to Follow Instructions Failed Parcel Scan- Rescinded

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

**Gloucester-** Letter of Warning Attendance- Rescinded

**Gloucester-** Letter of Warning Failure to Follow Instructions Rescinded

**Mt. Ephraim** – Letter or Warning Failure to Follow/ Failed Parcel Scan- Rescinded

**Westville** – Letter or Warning Failure to Follow/ Failed Parcel Scan- Rescinded

### Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5 of the National Agreement between the NALC and the USPS, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. This year, the December period begins Pay Period 26-16–Week 2 (Dec. 3, 2016) and ends Pay Period 01-17–Week 1 (Dec. 30, 2016).

### Letter Carriers are Appreciated

This is a Poem written by Dorothy Bills (deceased), Mother-in-law of James Rusin, retired carrier from Haddon Heights and Mother of Debbie Rusin (Smith) former clerk of many years with the Postal Service. Mrs. Bills acknowledged what we do and that is special and in return we would like to acknowledge her! Mrs. Bills wrote much poetry in her 92 years and touched many lives in her words and deeds. Mrs. Bills left us in August of 2015 but her words and thoughts will never leave us. This is why we do our job professionally and courteously every day, our customers matter!

#### Mr. Postman

The Postman faithfully carries his sack  
Of letters and bills and news,  
Pacing along from house to house  
With the papers we sit and peruse.  
At some homes he must beware  
Of a dog ready to attack  
The unsuspecting postman  
And scatter the things in his sack.  
He delivers almost daily  
Whether rain or heat or snow,  
Sorting his mail carefully  
Though the way may be slipperly and slow.  
We eagerly watch for his coming  
To break up our routine,  
Hoping to receive some surprise,  
Pleasant and unforeseen.  
With a quiet word he greets us  
On the route he has planned.  
He sees someone in trouble  
And quickly lends a hand.  
So, thank you, Mr. Postman  
As you bring the mail to our door.  
We lift you up in prayer;  
For your health and safety, we implore.  
By: Dorothy M. Bills

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