

# 908 News

NALC Branch 908  
AFL-CIO  
PO Box 375  
Gloucester City, NJ  
08030

## South Jersey Letter Carriers

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Bellmawr, NJ  
08031

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

### Presidents Report

There are a few important items to discuss this month. First, all of our branch's offices will be getting the new scanners the week of November 3<sup>rd</sup>. It appears from the list I received from our Business Agent's office, that everyone will be getting them. I want to remind everyone not to believe all of the rumors that are out about these new devices, as I will go over at this month's meeting. All I will say right now from the information I have been given is these new scanners will be much more functional than the last batch we are currently using, which is a good thing. The next item deals with the new joint route evaluation process signed onto by both parties on September 23<sup>rd</sup>. It is called CDRAAP, which some have already labeled, as you can imagine. Our National Director of City Delivery, Brian Renfroe, gave us the first details explanation of the process at the State seminar in Atlantic City, which I will share with everyone also at this month's meeting. It appears they have added a few wrinkles from the JARAAP process and he truly believes it will be a more effective when we do route adjustments. The good thing about this agreement is the scheduled unilateral route inspections that management had scheduled have been cancelled! I hope all those managers who had been changing time-card codes were not still doing it the last year or so, because they will be exposed once this process starts! As we move forward on how they will choose what offices are going to be looked at, I will keep everyone in the loop as the process starts up. The next item I need to address is the situation that is brewing in our Deptford/Woodbury installation. I have always said I will expose by name any manager who I believe is an embarrassment to this organization and we appear to have one in this office. Once again, management has taken a problem manager and moved him out of numerous offices he terrorized, and placed him in another one to cause the same issues. We are monitoring his actions, as everyone in the district knows what is going on there. I will not go into detail this month, but promise everyone if this person is not dealt with by the district I will release full details of this person's past to show he has no right managing carriers or any craft employees. It just amazes me how this type of behavior is allowed to exist with no repercussions! This leads me to one last item I want everyone to be aware of which I spoke about at last month's meeting. If management takes you into the office without a steward and you feel you may need one, you must ask for their presence in the meeting. These are your Weingarten rights. If you do not ask for a steward then you have waived your rights, which I do not ever suggest, especially if you are being interviewed by the O.I.G. or the inspection service. One way to determine if you need union representation is to ask the question, "Can this interview lead to discipline?" If the answer is yes, you need a steward! Please do not ever go into an interview without a union rep. One last important item is next month's mid-term elections. It is very important to vote for the candidates that support our cause, as there are three candidates that are up for election this year for Congress. We are going to be asking volunteers to save the date of November 2, 2014 to participate in a labor walk to support the candidates who support our issues. I will let everyone know more as I get the details. Thanks. Hope to see everyone 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 \$225

Had he attended the regular monthly meeting of the Branch on **Wednesday, September 17, AJ Cerquoni**, a retired member from our Swedesboro 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.

### Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, October 15 @ 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, October 8 @ 7:30 and 8pm** respectively.

### Trustee Report

Brothers and sisters, the branch picnic was a success, and a great time. We sold 125 tickets and the weather was perfect. In November, we have mid-term elections. They are important so please vote, as if your job depends on it. Because it does! Please consider giving to COLCPE, even a dollar a pay. The Children's Christmas party will be on 12/07/14 from 1-3 pm at 502 Colonial Ave Woodbury. Aka the union hall. Santa will be there with gifts and to take pictures so please bring the kids, grandkids, nieces and nephews. Come to the branch meetings, they are important and you can build friendships with other carriers. To all CCA's we have new and used uniforms at the hall free, please call me if you are interested 609-932-9913. A couple reminders, we have region 12 rap session coming in February, all new stewards please try to make time available for this. Finally, the Branch 908 social and awards banquet is April 18, 2014 from 7 to 11 pm at Kellyann Ballroom, in Gloucester City, it is all you eat and drink, and dance all night for \$20 pp. won't find that deal anywhere for the price. Stay united and strong.

- James Comuso Sr - Chairperson of the Board

### 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

**Open season right around the corner. Get a jump on it. Go to NALC.org, then under Departments click Health Benefit Plan to view the following**

### Quick links

- City Carrier Assistant Information
- Health Risk Assessment
- 2014 Brochure
- High Option Open Season Booklet - 2014 Benefits
- Healthy Rewards Member Discounts
- Live and Work Well
- My Healthy Family
- Cigna Healthcare OAP Online Provider Directory
- Locate a Network Retail Pharmacy
- Any member of 908 send optical claim to me.

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

## Grievance Log Step B Decisions

**Cinnaminson-** Management did not have just cause to take corrective action for the charge of Unsatisfactory Job Performance; Failure to Follow Instructions for the incident on August 14, 2014. **As a remedy, the 14-Day suspension will be rescinded.**

**Blackwood-** Management violated Article 8.5 by forcing non-Overtime Desired list carriers and Work Assignment list carriers to work overtime when ODL carriers were available to perform this work. **As a remedy, the available ODL carrier will receive 2 hours at the regular overtime rate.**

**Hammonton** - Management violated the national Agreement and the Hammonton LMOU in regards to properly scheduling carriers for holiday work on July 3, 2014. **As a remedy, the grievant will paid a lump sum of \$343.00, equaling 8 hours at the overtime rate.**

**Hammonton-** Management was in violation of the M-41 Section 323 when they failed to involve the carrier serving the route when changes to the line of travel and park points on his route were being considered. As a remedy, the parties shall meet and jointly review the routes park points and line of travel giving full consideration to efficiency and safety, and making changes where this review indicates changes are necessary.

## Camden Annex Formal Step A

**Bellmawr-** Management violated Article 8.5 by forcing Non-ODL carrier to work overtime when ODL Carriers were available to perform this work. **As a remedy, the available ODL Carrier will be paid 5 hrs. at the overtime rate.**

**Haddon Hts.** - Letter of Warning- Unsatisfactory Job Performance/ Failure to Follow Instructions. Letter will be rescinded.

### Informal A

**Haddon Hts.** - Letter of Warning- Unsatisfactory Job Performance/ Failure to Follow Instructions. **Letter will be rescinded.**

**Mt. Ephraim** - Letter of Warning- Unsatisfactory Job Performance/ Failure to Follow Instructions. **Letter will be rescinded.**

**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**

## 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.

## News From The Camden Annex

Finally, Management has put all Branch 908 members in one zone. This will enable our Brothers and Sisters to be represented by their 908 steward and give the Branch 540 stewards some relief from handling issues concerning 908 members. We thank the stewards from Branch 540 for their help while we had mixed zones.

## Cease and Desist; Part 2

I am still baffled by the DRT Teams definition or interpretation of a Cease and Desist Settlement. In the Shop Stewards Guide I received at the past National Convention, it clearly states on page 104, second paragraph, “ **This is where previous cease and desist agreements are most valuable. An important goal of the DRT is to stop repetitive violations. Once the cease and desist is agreed upon, it should be used as evidence that both parties have agreed a particular contract violation occurred in the past and should not occur again in the future.**” I guess cease and desist settlements for Art 8 violations are an exception to the rule. I hope that the National will find time to send me some clarification on this issue.

**Michael Powell, Recording Secretary and Steward Camden Annex**

## Accumulation Toward 2015 Retiree COLA

The accumulation toward the 2015 COLAs for CSRS and FERS was 1.6 percent following the Sept. 17 release of the CPI for August. 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.

## NALC and USPS Agree to New Joint Route Adjustment Process

The NALC and USPS have agreed upon a new joint route adjustment process called City Delivery Route Alternative Adjustment Process (CDRAAP) for 2014 and 2015. The new Memorandum of Understanding Re: City Delivery Route Alternative Adjustment Process – 2014-2015 ([M-01845](#)) establishes the process.

## 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.

## 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).

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

**PROUD TO BE UNION**