

# 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, 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, Comuso, Lipski Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com September 2013

### Presidents Report

As we wind down the summer, I can say it has definitely been an eventful one. I mentioned back in June that I was wondering if management would try to circumvent the contract when it came to our CCA's trying to put in for hold down assignments, and they did not disappoint me. Here is what went down concerning our CCA's. For some god-forsaken reason, District Manager Mark Anderson has put an edict out to the field that no CCA can work more than 40 hours in a week. This policy is not negotiable, according to the local managers, and if it is not adhered to will result in corrective action to the offenders. I am told that some postmasters have been disciplined for this, but I find it laughable that this type of punishment would stand. Anyway, that is his position. He is so hell bent on this policy he has allowed managers to pay out penalty overtime and SDO overtime just to keep these lower wage employees at 40 hours. Go figure, but there must be a method to his madness, or I would hope. It makes no sense to me, but I am just a letter carrier, and they believe we are not too bright anyway. Another ploy they are trying is pulling our CCA's off their hold down if it will cause them to go over 40 hours. This is a blatant violation of the contract, which must be going on nationwide, because the national has instructed us to file grievances on this issue to try to get compliance. Speaking of grievances, this summer has been the most active for grievances in our branch than I can remember. There are tons of disciplines being imposed by management due this District Managers policy. They are so fixated on times they are pressuring local managers to issue corrective action or face their own discipline. For example, if a carrier states he won't make it back by 6:00pm, the managers are being told to go out and do point to point street observations all day on those carriers to try and speed them up to get back by 6pm! Even though the time is warranted, this mad scientist thinks doing street observations will result in getting carriers back. It goes to show the lack of respect he has for our craft, as witnessed when he walked out of the last meeting I attended. These are just a few things that have happened this summer. I could write a book, but will not, and will fill everyone in at this month's meeting. On another note, we have another DUO that has been finalized in our branch. We have gotten 3 new carriers from the Branch 903 office out of Egg Harbor City, who will now reside in the Hammonton Post Office. The new carriers are Darlene Norton, Scott Butler and Joseph Begley III, welcome brothers and sister. I would like to thank Branch 903 President Nelson Gasgil for his cooperation in getting this DUO finalized. On to other important areas. There are a lot things that will be coming up this fall, especially on the legislative front, that hopefully I will have more updated information for you at the regular meeting. Please stay informed by signing up as an e-activist, if you have not done so. As of this writing we have 211 members signed up, I thank all those who have signed up and contribute to COLCPE as well, where we have only 59 members who give through their paycheck. Let us try to do our part and get involved, it is very important to stay involved and active in your union. This is your future we will be fighting together on many fronts to save our jobs, so think about doing your part. Remember, there is strength in numbers. These are just a few of the many issues we confronted this summer and I will go into more detail later on. Hope to see everyone at this month's meeting!

Gary DiGiacomo- President

### Next Meeting

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

### Trustee Report

Brothers and Sisters welcome back, from the long hot summer. Hope everyone's vacations were good. The Branch Officers and Trustees have been working on keeping the Branch moving forward. By law changes are being reviewed and paying the bills. We have the Branch Christmas party on December 8th at the hall. Please plan to attend. The Branch Trustees and I will be submitting some By Law changes to keep the Branch moving forward in these changing times. For our new members the Branch has many functions and benefits that you are able to take advantage of (free uniforms at hall, an optical fund, also the Sick and Welfare Funds. Please feel free to ask any Shop Steward or Branch Officer how you can take advantage of them. In addition, the Branch took delivery of a new copier from Reliable Copy Services. It is up and running and performing as promised. The membership approved this purchase earlier this year. It was money well spent. Finally, at the September regular meeting, I will be reading almost 3 months of bills, it is your money so please come at and listen to where your money is spent. If you have any questions please come out to the meeting and ask.

James Comuso, Chairman Board of Trustees

### Health Benefits

Hello all, and welcome back. Hope you all had a safe, wonderful summer with not too much OT. As I do every year at this time, I would like to get your attention focused on a matter that will be on us in the blink of an eye. That would be open season. Now is the time to really start to thoroughly research all the different health benefit plans available to us, and start figuring out what is best for you, and your families. All the plans are available for viewing on the USPS website, but you will need your employee ID #. While you are at it take a real good look at the NALC Health Benefit Plan. It is, and will remain a very sound, competitive plan due in part because the costs to you are kept as low as possible since it is owned, and operated by the NALC as a not for profit plan. No matter what you choose do yourself a favor, and start the process now as open season will be here, and gone before you know it. Again, welcome back. Hope to see you all at the meeting on Wednesday Sept. 18th at 8 PM. Send all optical claims to me at: George Greenwood, HBR 1083 Chews Landing Rd., Laurel Springs, NJ 08021.

George Greenwood, HBO

PROUD TO BE UNION

## Notice of Nominations and Election of Branch Officers, Shop Stewards, and Convention

### Delegates

This is to provide official notice that nominations for the election of Branch Officers, Shop Stewards, and Convention Delegates for the term 2014 thru 2015 shall take place at the regular monthly meeting of the Branch on **Wednesday, October 16, 2013**. Elections shall be by secret mail ballot of the eligible Branch membership held as soon as possible after nominations at the October regular monthly meeting. Nominations shall be made from the meeting room floor or in writing to the Branch Recording Secretary, mailed, or presented to him/her prior to or at the October regular Branch meeting. Each eligible member of the Branch nominated for office shall accept or reject nomination in writing prior to the adjournment of the October regular monthly Branch meeting. Failure to accept nomination for Branch office prior to adjournment of the October regular Branch meeting will invalidate the nomination. Shop Stewards shall be nominated by an eligible Branch member from the office at which the nominee is employed to represent the Branch membership. Installation of Branch Officers, Shop Stewards, and Convention Delegates shall take place at the regular monthly meeting of the Branch in January. Offices up for election include that of the Branch President, Vice President, Recording Secretary, Treasurer, Financial Secretary, Assistant Recording Secretary, Trustees' Chairman, Trustees (4), Health Benefits Representative, Housing Chairperson, Sgt. at Arms, Shop Stewards (25) and approximately (36) Convention Delegates. The number of Convention Delegates to be compensated for their attendance at a State or National Convention, provided they meet the eligibility requirements for such compensation, shall not exceed two and one half (2.5) percent of the total Branch membership, (which is approximately 18).

### Attendance Prize Now Stands at \$50

Had she attended the regular monthly meeting of the Branch on **Wednesday, June 19, Cheryl Evans**, a member from our Paulsboro Office, would have been the recipient of the **\$25** attendance prize. The prize now increases to **\$50** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

### Eagles Season Tickets Winner

Frank Ingemi, from our Hammonton Office, won the Branch's annual fundraiser of raffling off a pair of Eagles season tickets. The Branch made \$609.00 for MDA from this year's raffle. A big thank you to our Fundraising Chairman, Donna Ville. **Congratulations Frank Ingemi and GO EAGLES!**

### 2nd contract COLA: \$541 for Letter Carriers at Step O

—*adjusted proportionally for letter carriers at Steps A thru N* **August 15, 2013**—The second cost-of-living adjustment (COLA) for letter carriers under the 2011-2016 National Agreement is **\$541** annually. This COLA is based on the increase in the Consumer Price Index (CPI) between January 2013 and July 2013. That translates into 26 cents per hour, \$20.80 per pay period and \$541 annually for City Carriers paid under Table 1 of the Pay Schedule, in both Grades 1 and 2.

### 2014 Retiree Cola

Based on the July 2013 Consumer Price Index (CPI) released Aug. 15, the accumulation toward the 2014 retiree cost-of-living adjustment (COLA) stands at **1.4 percent**.

### One day in the life of USPS

**727,167** packages picked up through Package Pickup, **3.2** million customers served at more than 31,000 retail locations, **1** million people who visit usps.com, **528** million mail pieces processed and delivered, **4.3** million miles driven by letter carriers and truck drivers and **Zero** tax dollars received for operating the Postal Service.

### Phone Numbers to Remember

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

## Grievance Log Step B Decision

**Blackwood-** Management **did not** have just cause to issue a 7-Day Suspension for "Unsatisfactory Work Performance/Failure to follow Instructions." **As a remedy, the 7-day Suspension shall be rescinded.**

**Gibbstown-** Management **did not** have just cause to issue a 7-day Suspension for violating the Violence in the Workplace Policy! As a remedy, the 7-day Suspension shall be rescinded.

**Gibbstown-** Management violated Article 19 of the National Agreement and sections of the ELM, the M-39, and the ASM when they allowed a 204-B access to the postmasters log on and password for USPS computer access. As resolved at the Step A process, the 204-B will no longer be permitted to manage in Gibbstown/Paulsboro from this date forward.

**Gibbstown-** Management violated Section 432.711 of the ELM when 13 units of PM office were deducted from the carriers time on June 3, 2013 without an explanation being provided using PS form 107-A. As a remedy, the DRT will process a payment of 13 units at the overtime rate to the grievant.

**Gibbstown-** Management violated Article 5 the National Agreement, and Publication 133, when they denied an EEO claimant reasonable time on the clock to complete paperwork necessary for his EEO claim. As a remedy, the carrier shall be compensated for 0.86 hours at the straight time rate for time spent working off the clock to complete the required paperwork.

**Gibbstown-** Management violated Article 5 and 8 of the National Agreement when they disapproved the grievant's request for a voluntary schedule change for his personal convenience. As a remedy, management is instructed to cease and desist of this practice.

**Stratford-** Management violated Article 8.5 of the National Agreement when they required non-ODL carriers to work overtime when ODL carriers were available to do the work. As a remedy, the available ODL carriers will be compensated for the lost work opportunities.

**Woodbury-** Management **did not** have just cause to issue grievant a 7-Day Suspension for "Unauthorized Overtime." As a remedy, the 7-Day Suspension shall be rescinded.

**Woodbury-** Management **did not** have just cause to take disciplinary action in this instance. As a remedy, the 14- Day Suspension shall be rescinded.

### Branch Picnic

Due to circumstances beyond the Branches control, the Branch Picnic had to be cancelled. The Branch apologizes for any inconvenience this may have caused.

### Branch 908 Holiday Raffle

The Branch will hold its **Second Annual Holiday Raffle** at the Regular Membership Meeting on December 18. This year we will be raffling off Visa **Gift Cards worth (1) \$500 and (2) at \$250**. See your Steward for Tickets, which are \$2. Any questions contact **Trustee Shawn McBride** or **Recording Secretary Mike Powell**.

### \*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: _____
_____