

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

Presidents Report

We had our National Convention this July in Philadelphia, and it was a very informative convention. All the delegates attended at least two of the mandated seminars, and many of us were there early every day to get more information to bring back to the branch. It was nice to see a couple of members attend on their day off to get a chance to see how their union works. I am sure if you ask them their thoughts they will tell you it was an awesome site to see! There were many guest and speakers that attended and if you want a glimpse of what went down just go on the NALC website and view each day's actions. As we head into the fall season, I want to let everyone know what is coming his or her way. First, it appears management will begin to ramp up their harassment on carriers missing MSP scans and the like. It started to surface back in June and appears to be picking up steam as I write this month's article. As I have said all along to anyone who is listening, the time to slow down and do your job professionally is now upon us! I know all carriers think all of these little extra duties management has us doing is a waste of time, and I also agree, but let's start taking the extra time to perform these duties, and see how they like dealing with paying us overtime to properly perform these functions. I would bet if we gave them their 100% of scans and they had to choose between 100% and paying overtime, they would choose to stop paying us overtime to get them their bogus numbers. Remember to hit your scans when you get there and do not be so worried about their interval nonsense they seem so stuck on. Their system is not set up to deal with pivots and all the other incidentals that create large gaps in times between scan points. Just remember, you hit the scan when you got there! The next issue some offices may be dealing with are route inspections. I do not have a list of the offices that will be involved in the spring, but many offices will be being pre-walked in the fall, and if they think they can take out some routes, they probably will be added to the formal list. I have been saying all along that we must be doing our routes as if we are on inspection every day. The days of running are over. We must be doing our jobs efficiently and professionally on a daily basis. If we take our time and do our jobs safely, we will never put ourselves in a position of being disciplined for our job performance. It appears this summer we have had many issues of carriers getting in accidents and allegedly missing scans! If you are not rushing around trying to get back because your manager is pushing you, you will not put yourself in a position of vulnerability. I would bet anything the reason we are seeing a rise in accidents and missing scans has everything to do with rushing around to make the numbers! Stop rushing! If you cannot make it back in time, call your manager and let him know. I would rather see you do the job safely and properly than face discipline because you were worried what your manger was going to do to you if you got back late. As long as you are communicating with your manager, you are covered. Please start taking the time you need to do your job properly! Hope to see everyone at this year's picnic at Clementon Lake Park on September 7th and our regular meeting on the 17th.

Gary DiGiacomo - President

Phone Numbers to Remember

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

Attendance Prize Now At \$200

Had he attended the regular monthly meeting of the Branch on **Wednesday, June 18, Paul W Eller**, a member from our Deptford Office would have been the recipient of the **\$175** attendance prize. The prize now increases to **\$200** 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, September 17 @ 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 10 @ 7:30 and 8pm** respectively.

Trustee Report

Brothers and Sisters, Welcome back from summer vacation, it goes fast as we all know. Fast approaching is the Branch picnic at Clementon Lake Park on September 7th with a rain date of the 14th. It is from 11 am until 7 pm, food is served from 12 to 5 pm, tickets are \$15pp and \$5 to park, kids 2 and under are free. Yes there will be beer there. It is a great time for the family, kids, grandkids, nieces and nephews. Contact your shop steward or Phil Haas for tickets. Call Phil at 609-868-3285. We are also just a few months away is the annual kids Xmas party from 1-3 pm on December 7th at the hall there will be pictures with Santa, food, beer and gifts for the kids. For more info contact your steward or trustee Pete DeSimone at 609-680-3129. Welcome to all of our new hires. FYI, at the union hall we have new and used clean uniforms free to anyone that wants them. Some shoes and rain gear, but mostly clothing. In addition, any carrier that has uniforms they want to donate to the Branch, please contact me at 609-932-9913. Next, to all members the Branch, we will be submitting for your approval, several Branch By-Law changes. In accordance with the By-Laws, the proposals will be read at a Branch meeting, then printed in the Branch newsletter and before they are voted on in February. Branch checking accounts, cds, investments, and visa card are all in order. Any member with questions about Branch financial info please call me 609-932-9913. Finally, the National Convention was from July 21 to July 25 in Philadelphia. At the September meeting there will reports given on the seminars that all compensated delegates had to attend. So please come out to the meetings. Thank You

James Comuso Sr., Chair of the Board of Trustees

Eagles Season Tickets Winner

The winner of the eagle's tickets was Anne Delgrande. Unfortunately, Anne is not a member of Branch 908; however, on the bright side we raised \$751 for MDA. Thank you to all the stewards and members for selling and buying the tickets, and a big thank you to **Pete DeSimone** who was in charge of the raffle. Great job Pete.

PROUD TO BE UNION

Health Benefits

Welcome back everyone. Hope the summer was safe and enjoyable for all. Although it's only September it is that time to plan. Open season will be on us in a matter of weeks. For information on The NALC Health Benefit plan go to nalc.org. Under departments go to HBP to see the new, and improved page. CCA's go to nalc.org and on the lower left side of the homepage see "CCAs: Understanding your health insurance options: [Click here](#) to read". This page is of the utmost importance to you. It explains what options you have, and helps in the decision making process. Optical reimbursements: All members are entitled to one per family \$20.00 per year. Send a copy of your receipt with your name, and mailing address, and which office you work in to me at:

George Greenwood HBR
1083 Chews Landing Rd.
Laurel Springs, NJ 08021
Any questions regarding HBP or optical reimbursements call 856-346-1177

Branch Picnic Last Call

The Branch Picnic will be at Clementon Lake Park on Sept 7th from 11 am to 7 pm. Ticket includes ,Theme park rides, Water Park Rides and 5 hour Buffet. Tickets are 15.00 pp and parking is 5.00 per car. Kids under 2 are free. Please contact Phil Haas for more info @ 609-868-3285.

Camden Annex Formal A

Bellmawr-Gloucester-Westville- Management violated ART 8 when they forced non-odl carriers to work. As a remedy, odl carriers will share 60 hours at the overtime rate.

Bellmawr – Letter of Warning for Attendance reduced to time served and rescinded.

Bellmawr- 7 Day-Suspension Failure to Follow Instructions/Unsatisfactory Job Performance reduced to Letter of Warning for 1 yr. Parties will review in 6 months.

Haddon Hts – Letter of Warning Failure to Follow Instructions/ Failure to meet Reporting Requirements reduced to 6 months

Mt. Ephraim- Letter of Warning missed MSP reduced to time served and rescinded

Informal A

Mt. Ephraim- (2) 7- Day Suspensions and 14 Day-Suspension will be combined and reduced to a Letter of Warning for 1 yr.

Mt. Ephraim – Letter of Warning Failure to Follow Instructions/ Unsatisfactory Job Performance rescinded

Westville - Letter of Warning and 7-Day Suspension for Attendance will be combined to a Letter of Warning for 1yr.

COLAs Total \$1,227

Following the Aug. 19 release of the July Consumer Price Index (CPI), the fourth cost-of-living adjustment (COLA) for letter carriers under the 2011-2016 National Agreement is **\$686 annually**. This COLA was based on the increase in the CPI between January 2014 and July 2014. It amounts to 33 cents per hour. Under the terms of the 2011-2016 agreement, payment of this fourth cost-of-living adjustment will take effect in Pay Period 20 (pay date Sept. 26), the same pay period that the deferred second contract COLA will take effect. The second cost-of-living adjustment for letter carriers under the 2011-2016 National Agreement was **\$541 annually**. This second cost-of-living adjustment was based on the increase in the Consumer Price Index between January 2013 and July 2013. Combined, the two COLAs equal \$1,227. This increase will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

Retiree Cola

The accumulation toward the 2015 cost-of-living adjustments (COLAs) for both Civil Service Retirement System (CSRS) and Federal Employee Retirement System (FERS) was **1.8 percent** following the Aug. 19 release of the Consumer Price Index (CPI) for July 2014

Cease and Desist: What Does it Mean?

Merriam- Webster Dictionary - CEASE AND DESIST ORDER (noun)

An order from an administrative agency to refrain from a method of competition or a labor practice found by the agency to be unfair

Learner's definition of CEASE AND DESIST ORDER

[Count] law:

An official order to stop doing something immediately

The reason I pose the above question is the result of an unfavorable Step B decision concerning article 8 violations. The following is a summary of the grievance. The parties at Step A agreed that management did violate Art 8. When they forced non-odl carriers to work overtime. The parties also agreed to pay the carriers on the odl 25.19 hrs. of overtime, however the parties could not agree on compensation for the non-odl carriers. Hence, that part of the grievance was appealed to Step B. The union provided as evidence (5) cease and desist settlements for forcing non-odl carriers to work overtime. They were dated 10/18/2012, and 5/10/13 for violations that occurred on 4/1/13, 4/4/13, 4/5/13 and 4/8/13. The union also included Step A settlements dated 10/17/13 where 3 non-odl were awarded 3 hrs., 1 hr. and 1hr of Admin Leave respectfully and finally a settlement dated 3/7/14 for 8hr admin leave for forcing a non-odl in on his nonscheduled day. Management on the other hand submitted only a paragraph admitting the violations occurred and the following sentence which I believe led the DRT to their decision **"It is downright absurd that the Union wants to give these employees (non-odl carriers) more after they were fairly compensated. This is just an attempt by the union for unjust enrichment."** The Step B decision reads as follows: **Our review of the file finds insufficient evidence to consider any further remedy for the agreed upon violation. The only other contractual violation cited that occurred within the past 6 months is the March 7, 2014 settlement. (Does this sentence mean cease and desist are good for only 6 months?) Blah, blah, blah, Therefore, based on the case file provided, no further remedy for the violations of Art. 8.5 were shown to be appropriate.** I did give the case file to one of our National Union leaders, in which I asked him, what does cease and desist mean? Moreover, what other evidence needs to be provided? I have not had a response from our National Union leader. If any of our Brothers or Sisters want to comment on the above please email me at 908recordingsec@comcast.net

Michael Powell, Recording Secretary

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**.

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.

Name: _____
Current Address: _____

New Address: _____

Phone Number: _____
E-mail: _____
Post Office: _____
