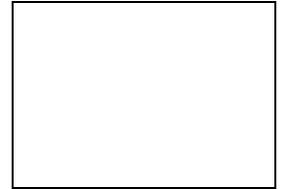


908 News

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, Glendora, Gloucester, Haddon Hts., Hammonton, Lawnside, Magnolia, Mantua, Maple Shade, Marlton, Mt. Ephraim, National Park, Paulsboro, Penns Grove, Pennsville, Pitman, Riverton, Runnemede, Salem, Sewell, Somerdale, Stratford, Swedesboro, Voorhees, Wenonah, Westville, Williamstown, Woodbury, Woodstown



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Newsletter Com: Spence, Lipski, Powell Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com September 2018

Presidents Report

Well, the summer is just about over and hopefully everyone made it through without too many problems. The summer was very busy on a lot of fronts, and I will try to summarize the events that occurred since our June meeting. The most important issue we are waiting on is the results of the so-called task force appointed by President Trump to examine the postal service going forward. I am sure if you have been paying attention through the NALC App this summer you have seen the constant talk of privatization, etc. by those who are not our friends. I urge everyone to pay close attention to what is coming out of Washington and be ready to respond when the National asks us to contact our Representatives. This is our future, and remember, one strike of the pen can take away everything we fought so hard to get.

The next item to report on is the next COLA of \$645.00 all career employees will receive in September. This raise, along with the next contract raise of 2.1% in November, will be quite hefty for our members. This is why it is great to belong to this great union, in that they are constantly looking to better our pay and working conditions each contract. For those naysayers, I say shame on you for not joining this union. We only have about 8 members in this branch who are not members and I ask those members in these offices to ask these people to join up and make us 100% organized, because there is strength in numbers, and they are reaping the benefits that we all are paying. I still can't understand why anyone wouldn't be part of the union. The reasons I hear never make any sense to me. I don't know how anyone can look themselves in the mirror and justify their selfish position. That's my soapbox rant for now.

Speaking of our National Union, there is an election this year for all National Officers Positions, and everyone will be receiving ballots in the mail shortly. I will not comment on this in the newsletter, but will explain it at our regular meeting.

Next, there were five Step 4 decisions that were rendered on July 27th that fixed a lot of pending issues we were dealing with since the contract was ratified. The first case dealt with CCA's in 200 workyear offices who had 30 months of relative standing on Sept. 1, 2018. Those affected will be converted to regular status in their installation. CCA's in offices below 200 workyears with 30 months relative standing will be converted to part-time flexible in their installation. The next case dealt with the holiday pay for CCA's since the ratification. Management held the position CCA's would only receive holiday pay after the contract was signed and not before. The union objected and the settlement states those CCA's who were on the rolls as CCA's on December 25, 2016, January 1, May 29 and July 4, 2017 and remain on the rolls as a CCA or career city letter carrier will receive their holiday pay guarantee retroactively. The next issue, also dealing with CCA's, is their retroactive pay adjustments after they were converted to career status, where many did not receive any retro pay. As a settlement, there are three categories of payment, either \$50.00, \$100.00 or \$150.00. I will go into further detail at the meeting if you are not sure where you fit in or are even eligible. The next issue dealt with those carriers who were "held in place" and didn't receive their step increase as originally scheduled. Those affected carriers will receive their step increase as scheduled and receive an adjustment for this delay. The last case dealt with those former TE's who served after September 29, 2007, and how they will get their proper credit. Again, I will go over this agreement as well at the meeting.

Next, the issue of time-card tampering hasn't gone away as of yet, as we are still investigating our Williamstown office for some egregious theft. I have been told the major offender has been removed from this office, but not sure what kind of penalty he has received. The office is still refusing to meet with our steward, who has been forced to send up these cases without management's cooperation. Hopefully, the district will step in and force their people to address the situation before we have to go in another direction.

Finally, we attended the National Convention in Detroit and can say we came away with a lot of good information. The one class that has gotten the most attention nationally is the class on identifying intentional false editing of clock rings. We will be training the stewards who didn't attend these classes locally, with all the material they will need to look for these "CHEATS!" I think our branch was one of the first branches to uncover these blatant tactics and it is great to see our national leaders take this seriously and supply us with the needed materials to fight for our members. Also, if you want to hear speakers who spoke at the convention, go to the national website under conventions, and you can listen to everyone who spoke there including President Rolando.

Hope to see everyone at this month meeting

- Gary DiGiacomo - President

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, September 19th @ 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, September 12th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$175

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday June 20th, George Graham**, a retired member out of the Gloucester Office would have been the recipient of the **\$150** attendance prize. The prize now increases to **\$175** 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

Welcome back Brothers and Sisters. I hope everyone had a safe and fun summer. I want to thank our membership for having the confidence in me to be one of the 18 delegates representing our branch at the National Convention in Detroit. A few of the things discussed at the convention were the use of virtual timecards, where the employee has access to their clock rings online to check them for accuracy. I hope this is implemented soon with all the stealing of time that goes on in this district. Another potential change is the use of a new parcel sorting machine. This machine supposedly sorts 4,000 parcels per hour and supposedly can do the work that it takes 19 clerks to do. There has been a lot going on in the Camden (**Hell Hole**) Annex since our last newsletter in June. We had a full route and an aux restored to our zone after the 60-day review revealed that the routes created from the inspections in October and implemented in January were all over burdened. We had many 90+ degree

days this summer and as I write this article it seems there are more to follow. There were no serious heat related issues that I am aware of, however management here at the **Hell Hole** continues to harass and push the carriers to the limit no matter what the weather forecast may be. Also, I want to remind everyone that it is your responsibility as a carrier to inform management with a 3996 in the morning (**request a copy**) and a phone call in the afternoon when you can't complete your assignment in 8 hours or make it back to the **Hell Hole** by 6pm. Management will try to argue the contrary, but **they cannot give you an instruction that you cannot follow and then try to discipline you for failing to follow that instruction.** Let your steward know if management has put you in the **"Catch-22" situation** above and has issued you discipline. When and if you are issued discipline please give it to your steward at once, so we can file a grievance in a timely manner. I want to encourage all our active members, retired members and CCAs to try to attend our monthly meetings. It's not only your chance to get some important information on things happening in the branch but more importantly to ask questions or voice your concerns to your elected officers. You can also grab a bite to eat, have a beverage of your choice and meet and mingle with new and old friends. If any active member, CCA or retired member needs my assistance on any issue please contact me anytime at **(856)-906-2026** or **908vp@comcast.net**. **PROUD TO BE UNION.**

Mike Powell - Vice President

Health Benefits, MBA, FMLA, Optical

Hello brothers and sisters. Welcome back as the summer comes to an end. At September's meeting I will be presenting some information I learned at the convention regarding FMLA. FMLA seems to be one of the most confusing benefits available to us, and often misunderstood so I will present FMLA basics at that time. As with most everything many of your questions can also be answered at www.dol.gov/whd/fmla/.

Another topic of note would be cca's being converted to PTF Career status. Once you are converted to a career position you have 60 days to enroll in a FEHB health plan. You will receive a package of information in the mail that will include a brochure listing the available plans and their cost. If you were enrolled in the USPS Non-Career Employee Health Benefits Plan and converted to a career position, your enrollment is terminated the last day of the month that is 28 days after you are converted to a career position. It is recommended that you enroll in the FEHBP as soon as possible to avoid any gap in coverage or to start receiving health benefits. Enrollment is not retroactive. Your coverage in your FEHBP plan will begin the first day of the first pay period after Human Resources receives your election.

Lastly any request for optical reimbursement please send a copy of your optical receipt with your name, address, and office/retired to me at: George Greenwood, 1083 Chews Landing Rd., Laurel Springs, NJ 08021...Any questions always feel free to give me a call at 856-304-8665...Hope to see you all at the meeting...Be safe...

- George Greenwood, HBR

Ozzie's Corner

On May 6th in Pennsauken, I had the pleasure to attend Branch 908 Life member and COLCPE Coordinator Norm Task's headstone unveiling. Among those in attendance were his Rabbi, sister, niece, friends from all over the area and Branch 908 retiree Jim Rusin. As we all talked and reminisced about Norm's life through short stories, I still can't believe it's been a year since we lost our dear friend. Norm's fire and passion will never be replaced or matched and his legislative contributions to the NALC for our brothers and sisters will never be forgotten. Norm's headstone is located at Crescent Memorial Cemetery in Pennsauken on Route 130. He is located in the Temple Beth Sholom section in the back corner. I miss you Norm and may you continue to rest in eternal peace. In other news, we had our national convention in July in Detroit where Branch 908 got huge national attention. The attention came in a 3rd place award nationally for branch size 599 to 999 members for LCPF percentage (21%). I want to take this time to thank each and every member (active and retired) who contributes to The Letter Carrier Political Fund. Since taking over the Legislative responsibilities in 2015, Branch 908 has come a mighty long way and we aren't going to stop until we have each and every member signed up. In addition, Branch 908 picked up a Region 12 award for 2nd place in highest increase in percentage of members contributing to LCPF (3.65%). Dave Napadano (Region 12 Business Agent) received this award at the time it was given out. Finally, I want to thank Kevin Breitenstine, Gil

Curran, Shalin Dave, Charles Foley, Paul Fowler, Bob Gaff, Reggie Harris, Chuck Huff, Rico Jackson, Xiao Min Liu, Joe Townsend, Zack Trucksess and Joe Zane for contributing during the summer to LCPF. Remember, for as little as a dollar per pay, you are protecting City Letter Carrier jobs. My phone number is (856) 220-8658 if you need my assistance in any legislative or political matters. I hope to see you all at our September 19th meeting, In Solidarity,

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.)*

2019 Color Coded Rotating Day Off Calendar

Our new 2019 color coded rotating day off calendars have just been completed and uploaded to our web site. They can be viewed online or downloaded as a 12 page monthly calendar or a 2 page version. nalcbranch908.com/2019cal.html

- Norm Spence - Recording Secretary

Trustee Report

The trustees and I will be auditing the branches accounts on September 27th at 7:30 pm at union hall. Anyone who would like to see the process or if just want review a bill, please let me know, it's your money and our job to protect it. On October 17 at 8 pm we will interviewing a possible new branch attorney, if you would like to ask anything please come out to meeting! Thank you,

- James Comuso Sr - Trustee Chairman

Non-Member Listing as of 8/1/2018

The following Letter Carriers are gladly accepting the COLAs, raises, step increases as well as the union protections provided by the NALC. However, they don't believe that they should have to pay their fair share. They are quite happy to let their fellow Letter Carriers pay their way, while still enjoying the benefits. If you work with one these individuals, please talk to them and help them see the error of their ways and ask them to see their shop steward or a Branch Officer so that they can join the NALC and help carry the load.

Donna Fetzer – Blackwood
Walter Lyons – Hammonton
Bruce Stamper – Voorhees
Ami Feller (CCA) – Marlton
Chijioke Alaukwu (CCA) – Stratford
Mark Robinson – Swedesboro
Luis Luna – Williamstown
David Exler – Williamstown
Paul Heil (CCA) – Woodbury

The Scab

"After God had finished the rattlesnake, the toad, and the vampire, he had some awful substance left with which he made a scab."

"A scab is a two-legged animal with a corkscrew soul, a water brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles."

"When a scab comes down the street, men turn their backs and angels weep in heaven, and the devil shuts the gates of hell to keep him out."

"No man (or woman) has a right to scab so long as there is a pool of water to drown his carcass in, or a rope long enough to hang his body with. Judas was a gentleman compared with a scab. For betraying his master, he had character enough to hang himself." A scab has not.

"Esau sold his birthright for a mess of pottage. Judas sold his Savior for thirty pieces of silver. Benedict Arnold sold his country for a promise of a commission in the British army." The scab sells his birthright, country, his wife, his children and his fellowmen for an unfulfilled promise from his employer.

Esau was a traitor to himself; Judas was a traitor to his God; Benedict Arnold was a traitor to his country; a scab is a traitor to his God, his country, his family and his class."

Author --- Jack London (1876-1916)