

# 908 News

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

## South Jersey Letter Carriers

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Newsletter Com: Powell, Comuso, Lipski Ph: 906-2838 Fax: 227-0516 www.nalcbranch908.com June 2015

### Presidents Report

Well brothers and sisters, this will be the last newsletter until September, so I will try to lay out what we can expect for the next three months. It looks like the new district manager, just like some of the past ones, has thrown down the gauntlet against our craft by her arrogant attitude towards us. I am referring to her policies of having managers impose discipline on carriers for everything and anything. Forget about correcting a deficiency, she is one of those types who see the only way to get people to shape up is by hitting them over the head immediately! I am being told that when the POOMS have their daily telecons the first thing they ask the managers is, "where is the discipline from your office?" God forbid they didn't issue any! They are being blasted for not writing up carriers, I kid you not! This type of leadership has no chance of succeeding, as the past district managers who tried this tactic fell by the wayside. You think it is going to be hot this summer, well I can tell you our stewards will stay cool inside as they write up all of these grievances managers want to throw out there. Expect to see the new violation they are trying to push forth when it comes to working "unauthorized overtime." It appears their latest ploy comes when carriers fill out their 3996 requesting assistance. Say you ask for 1 hour assistance. Management gives you back your 3996 only authorizing a half hour. They have now put the carrier in a "catch 22" situation. They believe if you don't notify them and work the full hour, you are unauthorized, and should be disciplined for failure to follow instructions/extending your street time. Hey, if they want to play that game, we can too. I suggest you ask them before you leave what they want you to do with the half hour you still need. They will tell you to be back in their projected time or face discipline. Tell them you will try to make their expectations but will call them later on to ask for further instructions. They will then have to tell you to deliver all the mail or bring it back. By doing these ridiculous steps will prevent this bogus charge of unauthorized overtime. If they want to treat us like children, then so be it. It is obvious the new leadership has no clue how to motivate their employees! I understand how the district manager wants to hold us accountable for everything, but how about her people as well. How about getting someone competent in Human Resources to figure out how to put jobs on line in a timely manner! I can't tell you how many excuses they come up with when asked why there is a delay. Also, how about getting those in injury compensation to stop screwing up workers comp cases and peoples livelihoods. I guess that's acceptable behavior! What's good for the goose should be good for the gander! You want to discipline us for missing scans, etc. then discipline your people for not doing their job as well. The next not new policy is the infamous welcome back conversation after calling out sick, regardless if it is FMLA protected or not. They will once again act like they care how you are doing or are happy to see you back, and will ask if you need any EAP, etc. This is nothing more than an intimidation method to make the carrier feel pressured when they think about calling out the next time. I suggest we all ask to speak to an EAP counselor, since working for this company is stressing everyone out these days and may actually help some. Remember, the first one is on the clock. Maybe they should rethink this asinine policy because with summer comes a shortage of bodies. Just a thought! Another policy that actually makes some sense is the new overtime tracker program they are about to implement. This program is set up to help managers avoid article 8 violations on a daily

basis, unless you work in Woodbury/Deptford, since it seems nobody has any desire to fix that office. This program tells managers if they are violating the contract when assigning overtime. If they still go ahead and violate the contract they will have to answer to their bosses and explain why they did what they did! Bad news for the lazy and incompetent managers, but good news for those who want to do the right thing. One last item on the legislative front. We went to Washington this past month and met with our representatives and many other Congressmen from New Jersey. I can say we have the best percentage of politicians who see our plight and are on board with our concerns for the postal service going forward. I know I sound like a broken record when it comes to donating to COLCPE, but please consider giving because this fund will help insure the right people get elected and take our voice to the floor where one swipe of the pen could jeopardize our future! I would like to thank those new contributors, found in the COLCPE corners, who have stepped up to help save our jobs. Have a safe and healthy summer and hope to see you at our June meeting.

Gary DiGiacomo - President

### Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, June 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 Shop Steward meetings are held on the 2nd Wednesday of the month. The Board of Officers meet @ **7:30 p.m.**, and the Shop Stewards @ **8 p.m.** The next meeting of the Board of Officers and Executive Board will be on **Wednesday, June 10 @7:30**, followed by the Steward Meeting.

### Attendance Prize Now At \$150

Had he attended the regular monthly meeting of the Branch on **Wednesday, May 20**, retiree **Patrick Doran** would have been the recipient of the **\$125** attendance prize. The prize now increases to **\$150** and will increase **\$25** per meeting, up to a maximum of **\$250**, until a member in attendance has their name drawn.

### Trustee Report

Brothers and Sisters, it is time for summer break. The year is flying by. I would like to say that his year's retiree and awards banquet was a great success. Everyone had a great time. I would like to thank recording secretary Mike Powell for all his hard work putting the banquet together. At our last meeting, we finished up the by-law changes. All of them passed except two and one we tabled. The by-law committee is rewriting them. They will be ready for September meeting. The branch is doing very well financially, and all accounts are consistently reviewed and viewed on line.

James Comuso, Chairman Board of Trustees

### Branch Scholarship

The winner of this year's Branch Scholarship is Ian Tyler McKee. The son of Christine McKee a member from our Pennsville Office. The alternate is Autumn Morenzetti. The winner of the Scholarship will receive a fund of \$ 2000.00 (\$500.00 a year for four years). If you have any questions, **Trustee Shawn McBride** can be contacted by phone at **856-649-9317** or email [shawnmcb1@comcast.net](mailto:shawnmcb1@comcast.net)

## Health Benefits

It's June, and summer is on us. Two of the most important parts of your summer should be hydration, and sunscreen. Half hour before you go to the street start hydrating. If you are not sweating, then you are not hydrated. Your body knows. Also, apply sunscreen throughout the day. What you cannot see today can lead to serious problems years from now. Another thing is seek shade when possible. Safety first. You get comfort stops as needed. Be safe, and use them. For more information on sun screen, and hydration visit: [http://www.cdc.gov/cancer/skin/basic\\_info/sun-safety.htm](http://www.cdc.gov/cancer/skin/basic_info/sun-safety.htm), and <http://www.livescience.com/38553-staying-hydrated-in-the-heat.html>.

Any HBP, or optical questions, claims etc... Over the summer, please contact me at 856-346-1177, or George Greenwood 1083 Chews Landing Rd. Laurel Springs, NJ 08021. Have a great summer. Be Safe.

**George Greenwood, HBO**

## COLCPE CORNER

Happy June brothers and sisters, on May 6th Congressman Donald Norcross had a meet and greet with us in his office in Cherry Hill. The Congressman has told us he is against any bill that would destroy our craft and fully supports keeping 6 day delivery, I would like to thank Jim Comuso and George Greenwood for attending the meeting. In addition, I want to thank Jim Boyle, Jason Dempster and Pete Desimone for the COLCPE leads. The following carriers have joined the group who understand the importance of COLCPE. The new contributors are as follows, Anne Adair, Jason Axilbund, John Ladner, Michael Dorisio, Robert Olszewski, Jason Dempster, Janice Murray, Sal Destralio, Joanne Lamplugh, Patrick Burkhardt, Carole Porch, Paul Anderson Jr., Arlene Schwartz, and Nancy Torres. 1 Time Contributors: Chuck Patel and Leroy Blount. Thanks again. If you would like to donate please feel free to contact me @ (856) 220-8658. In Solidarity,

**Ozzie Lecky**

## Branch Picnic

The date for the Branch Picnic is September 13, 2015 at Clementon Lake Park. The cost is \$15, which will include free parking, both the water and amusement parks, food and drinks. It's a great time so bring the kids and grandkids. Contact Phil Haas with any questions (609)-868-3285

## 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 2016 thru 2017 shall take place at the regular monthly meeting of the Branch on **Wednesday, October 21, 2015**. Elections shall be by secret mail ballot of the eligible Branch membership and 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 (19) 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).

## Shrimp and Wings

As is the custom for our last meeting before breaking for summer, there will be shrimp and wings after the regular meeting on Wednesday, June 17

## Tips and Snippets Heat Stress Fact Sheet

### What is heat stress?

When the body is unable to cool itself by sweating, several heat-induced illnesses such as heat cramps, heat exhaustion and the more severe heat stroke can occur.

### What kind of heat disorders can occur?

**Heat stroke** is the most serious disorder associated with heat stress. It occurs when the body's temperature regulation fails and body temperature rises to critical levels. It is a medical emergency that can lead to death.

**Heat exhaustion** is a result of the combination of excessive heat and dehydration. Untreated, heat exhaustion can lead to heat stroke.

**Heat cramps** are usually the result of hard physical labor in a hot environment, often resulting from an imbalance of electrolytes in the body.

**Heat rashes** are a common problem resulting from persistent wetting of clothing by unevaporated sweat.

### How am I exposed?

Any process or job site that is likely to raise the worker's deep core temperature raises the risk of heat stress. Operations involving high air temperatures, radiant heat sources, high humidity, direct physical contact with hot objects, or strenuous physical activities have a high potential for inducing heat stress in employees. In addition, age, weight, degree of physical fitness and acclimatization, dehydration, metabolism, use of alcohol or medications, and a variety of medical conditions all affect a person's sensitivity to heat.

### What can I do to prevent heat-related conditions?

Heat-related conditions can be prevented or its effects minimized:

- Acclimatization (Short work exposure early in the hot season, followed by gradual increases in intensity and duration.)
- Frequent work breaks in an area that is cooler than the work environment.
- Drink plenty of water or non-caffeinated beverages.
- Wear light-colored, loose-fitting clothing.
- Avoid all alcohol and caffeine.

**NALC members have access to a number of scholarship funds to assist them financially in pursuing higher education for themselves or their children:**

1. The [William C. Doherty Scholarship Fund](#), which awards five renewable grants of \$4,000 each to children of NALC members. The fund is supported by contributions, which may be sent to Doherty Scholarship Fund, c/o NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144. Deadline: December 31.
2. The [John T. Donelon Scholarship Fund](#), which each year awards one \$1,000 scholarship, renewable for three consecutive years. Deadline: December 31.
3. The [Costas G. Lemonopoulos Scholarship Trust](#), which awards scholarships to children of NALC members attending Florida state-supported four-year colleges and universities or St. Petersburg Junior College. Deadline: June 1.
4. The [Union Plus Scholarship Program](#), available to members, spouses and children of NALC and other unions that participate in the AFL-CIO's Union Privilege program.

In addition, Union Plus has partnered with Sallie Mae to help parents and students prepare for the world of continuing education. The [Union Plus Wired Scholar site](#) can answer everything from "How do I get to college?" to "How do I pay for college?" See also: [www.unionscholarships.com](http://www.unionscholarships.com).

**THE BRANCH OFFICERS  
AND SHOP STEWARDS WISH  
ALL OF OUR MEMBERS A  
SAFE AND HAPPY SUMMER!**