

908 News

NALC Branch 908
AFL-CIO
PO Box 150
Pennsville, NJ
08070

Bill Revak Branch 908 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 May 2022

Presidents Report

In keeping with my monthly report on the COLA if you thought we did good last month, just look at the latest numbers through April. As of now our next COLA now stands at **\$1061.00 or 51 Cents per hour**. The retirees COLA now stands at **5.5%**. I will have our latest numbers at our regular meeting this month. Next, as I mentioned previously, in regard to the issue we had with some of our PTF's who were in Step AA, not being paid properly, the national level dispute has been resolved in our favor. The decision states in part "In accordance with Article 9, Section 8, the Part-time Flexible Step AA hourly basic rate is equal to Step A of the Full-time/Part-time Regular employees' hourly basic rate in Table Two. Additionally, the overtime, penalty overtime and Sunday premium rates for Part-time Flexible employees at Step AA will be corrected to be equal to those rates for Full-time/Part-time Regular Step A in Table Two. General wage increases and cost of living adjustments (COLAs) for Part-time Flexible Step AA employees will be calculated to equal those increases for Full-time/Part-time Regulars in Table Two Step A. Part-time Flexibles who were, or are currently in, Step AA will have their pay adjusted retroactively for all time spent in Step AA. Affected employees will be notified in writing that their pay will be adjusted consistent with this grievance resolution. These changes will be made as soon as administratively practicable." Next, I just returned from the Committee of President's meeting in Atlantic City where our national president, Fred Rolando spoke to update us on all that is going on. He stated that preparations for our next contract will begin shortly, and he outlined some of the items they will be discussing. The one item he said that was extremely important to fix, was the pay structure with our non-career employees. Obviously, the system and structure we have in place is not working, and hopefully a better solution can be negotiated in the next round. He also mentioned some other interesting things that I won't put in writing but will talk about at this month's meeting. Next, it appears the Joint Inspection and route evaluation process has been finalized, and as soon as I get the official word, I will be able to explain it in more detail. The bottom line is there will be no more physical walks with managers out there trying to nickel and dime us for every little deduction they can find. All data that will be used will be captured through your scanners and taking into account all the time you are out on the street doing your job. The new teams will be checking for all anomalies that may occur, and if they find them, they can discuss them with the carriers before any time can be used. I know this is going to be a very interesting proposition for us, but hopefully, with our own people involved, we can make this a positive when it comes to restructuring routes. I am expecting this process to roll out later this year and in to 2023. What this does mean is there will not be any formal 3999's allowed. We still can request a 271g (special inspection) if we need one. Finally, it appears managers are still trying to eliminate our fixed office time and are now trying to go back to their PET program. For those newer carriers who aren't familiar with this program, it eliminates all of your office functions, which in turn makes your route appear under every day. Please don't be intimidated by your manager when they come around in the morning with your expectations. I would first ask them how they determined

your time for the day. If they won't give you an answer, I would do your own evaluation of your time, and if you need time over your 8 hours, fill out a 3996 and hand it in to them. They will obviously deny it, but don't argue with them. Ask for a copy of the 3996 and head to the street. I would then call back to the office when you believe you won't be able to make their expectations. Follow their instructions and continue on your way. The district is putting pressure on your managers to capture time, and they will continue this assault until they get their numbers. As long as you notify your managers on your timeline, there is really nothing they can do to successfully try and discipline you.

Hope to see you at this month's meeting.

Gary DiGiacomo – President

Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, May 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 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, May 11 @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$125

Had he been in attendance at the regular monthly meeting of the Branch on **Wednesday, April 20th**, **Ryan Schmidt** a member out of the Pennsville Office would have been the recipient of the **\$100** attendance prize. The prize now increases to **\$125** 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

I would like to reiterate a message I had in my article last month, and that is all of us as union brother and sisters need to stick together. We need to have each other's back. When management is harassing one of us on the work floor, we as union brother and sisters need to inform our stewards of what we witnessed and write statements in support of our union brother or sister. Another issue is that when management issues discipline, please sign for it. Signing for discipline does not mean that you are admitting that you are guilty of the charges, it merely starts the clock for filing a grievance. All carriers must be treated with **Dignity and Respect**, for example, if a manager decides to yell at or call anyone a thief or that they are stealing time because they could not make unrealistic projections see your steward immediately so that a proper grievance can be filed. Over here at the **Camden, Shit Hole, Annex**, there is an inspection team conducting mail counts, but other than that it has been quiet. Any carrier that has any issue that they feel is not being handled properly, please come out to the monthly meeting so that you can air your concerns to the executive board. If any active, 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. Hope all are well. This month I'm going to share some information on FMLA. FMLA is an **ENTITLEMENT** for **ELIGIBLE** employees. There are criteria that must be met. If the need arises for you to be absent from work due to illness or injury you must follow the USPS procedures. Keep in mind FMLA is **NOT** paid leave, but you are allowed to use your SL or AL for FMLA in order to be paid for your absence. If calling the Interactive Voice Response system at 877-477-3273 choose option 5 and follow prompts. **FMLA FORMS WILL BE SENT TO YOU BY MAIL.** Whether filling out electronic 3971 or paper form for absence check off the type of absence requested, in other write FMLA, in remarks write "FMLA PENDING" or "ESTABLISHED FMLA", and on the back of the form check whether it is for a new case, or established case for FMLA. The actual FMLA forms must then be returned to HRSSC by mail or fax. Time is of the utmost importance. Employees must provide documentation directly to the FMLA Office at the Human Resources Shared Services Center (HRSSC) within 15 days of the receipt of the request. Whether you have a case number or not you can also directly download the forms from: <https://www.nalc.org/workplace-issues/contract-administration-unit/fmla> and mail or fax them to HRSSC FMLA Eastern, PO Box 970905, Greensboro, NC 27497-0905. Fax number 651-456-6041.

Just a reminder that the NALC Mutual Benefits is offering MBA Individual Disability Income Insurance. Various plans at various premiums, and payouts are offered. Information and details can be found at nalc.org. Click on member benefits, then Mutual Benefits.

Optical Account: Any member of Branch 908 in good standing, is offered one per member per year \$20 optical expense reimbursement. This can be reimbursed for the member, or qualified dependent, but still one per year. Simply send me a paper copy of your expense with your name, address, and office/retired on it 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. Be safe folks.

- George Greenwood, HBR

Ozzie's Corner

It is hard to believe it has been 5 years already! I am referring to the 5-year anniversary death of Norm Task (May 5, 2017). Before our national Pac was renamed The Letter Carrier Political Fund in August 2015, it was known as COLCPE (Committee On Letter Carrier Political Education). In Branch 908, there was 1 and only 1 COLCPE Chairman who was in charge of our Legislative and Political program, **Norm Task**. In the mid years of 2000, I started attending meetings regularly as a general member to get the latest news and information in our local branch. Every month I attended, I truly appreciated receiving valuable information about my City Letter Carrier job, but especially the employee protection side (The Union). I started to understand the importance of a Shop Steward, contract agreements and safety. On the other hand, I learned very quickly that the men and women working in Washington, DC (the politicians) had a much bigger influence on my postal career than what I originally thought. The 1 person who gave me the political understanding of that was Norm. Norm's energy when he spoke about politics and Letter Carriers at every meeting had me absolutely captivated! Like our founding father of this great branch **Bill Revak**, Norm Task was a dedicated, hardworking officer. For over 40 years, Norm was committed to educating the members in our branch. Norm's Legislative and Political contributions to 908 and the NALC will never be forgotten. One thing is for certain, if Norm was alive today, he would be 98 years old and damn proud of the growth we have done with The Letter Carrier Political Fund.

In other news, President Joe Biden signed into law The Postal Service Reform Act of 2022. The historic day happened on April 6th. Before the ceremonial signing, President Biden thanked The Postal Service and City Letter Carriers for the essential service they provide on a daily basis. For instance, President Biden applauded Letter Carriers for delivering 4 million drug prescriptions and 320 million covid test kits. In addition, President Biden thanked our hard work at election time. In 2020, 43% of all votes that were cast were done through VBM (Vote by Mail). Once again, congratulations Branch 908 on this historic, victorious day.

Finally, in February 2022's Postal Record (LCPF Edition), we had just 1 member under Branch 908 credited for contributing to LCPF with a different branch (Camden Merged, Branch 540).

Since uncovering this error, I have reached out to both Tracey Jones (Finance Department, NALC) and Mike Shea (Postal Record, Designer/Web Editor) to correct this error. For your reference, the retraction is on page 8 of this month's Postal Record.

I want to thank May's LCPF contributors: **Greg Brown** (Haddon Heights), **Eugene Curry** (Riverton, increase adjustment), **Jim Glielmi** (Stratford), **Serena Hughes** (Atco) and **Rick Bacon** (Life Member, Bridgeton). My phone number is (856) 220-8658 to reach me in the branch.

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.)*

Grievance Results

Step B Decisions

Marlton - Management violated Articles 10 and MOU M-00553 by not returning the grievant to work promptly after providing medical documentation. As a remedy, within 7-days from receipt of this decision, local management will perform a pay adjustment totaling **48 Hours** and convert the grievant's annual leave to administrative leave.

Williamstown - Management violated MOU M-01915 by changing the start times in the Williamstown Post office. As a remedy, the start times will be put back to 8:00 AM on the first Saturday following receipt of this decision.

Williamstown - The Letter of Warning issued to grievant for Unsatisfactory Attendance/Failure to Be Regular in Attendance had cause to be issued, but not for the 2 years penalty they asked for. The appropriate remedy will be the LOW will be reduced to time served, and will be expunged from all records and files as the date of this decision.

Branch Scholarship Drawing

We will be drawing the winner of this year's Branch Scholarship at the regular monthly meeting on **May 18th**. The winner of the Scholarship will receive a fund of \$2000.00 (\$500.00 a year for four years). Applications are available at every monthly meeting, on the Branch web site, or you can contact Trustee **Jim Boyle**. All previous winners that still receive Scholarship payments must submit any updated info to Jim by the May monthly meeting. This would include the student's current college and where he or she will be attending in the upcoming fall semester. Remember all students must be a full-time student. All payments for the upcoming fall semester will be sent to the colleges in June. If you have any questions, Trustee **Jim Boyle** can be contacted by phone at 856-952-6107.

Branch Picnic

The Annual Branch picnic at Clementon Park and Splash World will be held on **Sunday, September 11th**. Park hours are from 11am to 6 pm. Food will be served between 2 pm and 4 pm. The buffet includes: hamburgers, hot dogs, wings, hoagie tray, baked beans, potato salad, potato chips, pickles, frozen dessert, soda and beer.

Tickets are \$20 per person (children 36" and under are free), tickets include admission to both parks and free parking. All tickets must be bought in advance; there will be **No Tickets Sold at the Gate.**

Clementon Park requires a headcount so that they can properly staff the park. Therefore, **all tickets must be purchased by August 31, 2022 – no exception!**

Tickets can be purchased by **check or money order only, no cash**, at the regular monthly meeting of the Branch or from a Branch Officer or your Shop Steward. You can also mail a self-addressed stamped envelope with a check or money order made out to "Branch 908" to Phil Haas, 112 Park Ave., Gloucester, NJ 08030. Contact Phil Haas with any questions or for more info: 609-868-3285.

Branch Attorneys

Uliase & Uliase

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