

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, Gloucester, Haddon Hts., Hammonton, Lawnside, Magnolia, Mantua, Maple Shade, Marlton, Mt. Ephraim, National Park, Palmyra, Paulsboro, Penns Grove, Pennsville, Pitman, Riverton, 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 2016

Presidents Report

I hope everyone got through this brutal summer in good shape, as it was another scorcher everyone had to deal with. As we head into the fall season we will be once again faced with many challenges, including still waiting on a new contract. Fifteen delegates just returned from our National Convention in Los Angeles with a lot of useful information to bring back to the membership and for stewards to use in defending the members they represent. I will give a more detailed report at the regular meeting, but the one major issue we are all waiting on is a new contract. President Rolando has stated the both sides are still talking, which is a good thing. He stated that as long as the postal service is engaging us at the table we will continue to try and get a deal done. He also stated he will not agree to a contract that does not reward the letter carriers for all their hard work in bringing the postal service back from the dead! Keep tuned into the e-activist network for the most up to date information.

Locally, I attended a meeting with the District Manager in early August and the prime focus was on safety. It appears many of our carriers are not working in a safe manner as they have observed on numerous occasions throughout their street observations. They are asking us for help in reinforcing the safety policy by explaining the importance of doing our jobs in a safe manner. This being said, I am asking all carriers to stop worrying about running through your routes because your local manager is pressuring you to get back by a certain time or face discipline. As long as you do your job in a professional manner and follow all safety procedures, your manager cannot write you up for not doing your job. They are tracking your every move, so show them you are out there following all safety rules and regulations. I can tell you this, if the district comes out and finds you not working safely, they will inform your manager, who will then impose the discipline! We have seen an enormous amount of discipline being issued this summer for everything imaginable. It appears management has now taken the position that talking is not working, so it is time to start issuing discipline to correct these deficiencies. They are holding your local managers responsible for making sure discipline is being issued. Please start taking the time you need to do your job properly. Don't be intimidated in filling out a 3996 if you can't meet management's expectations. We are seeing the main cause discipline is being issued is carriers are not letting their supervisor know they can't do that pivot piece and get back in the time they expected them to be back. They are all playing the game that all carriers have down time and can do pivot pieces. Don't be bullied into something you cannot do. I have noticed the majority of offices are now pretty tight in how the routes look. There isn't much downtime to be captured anymore, but they continue to try and convince us there still is plenty of downtime out there to be captured. They know the fall mailing season is creeping up and they are trying to position themselves by creating this unreal fantasy that all routes are still under and trying to get the carriers to buy into it! Remember, you determine what your route needs on a daily basis, not the DOIS report.

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, September 21st @ 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 14th @ 7:30 and 8pm** respectively.

Attendance Prize Now at \$175

Had she been in attendance at the regular monthly meeting of the Branch on **Wednesday June 15th, Rosalyn Glasco**, a member out of the Sewell 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 pleasant summer. We had many 90+ degree days and it seems there are more to follow. There has been a lot going on in the Camden Annex or (3 Ring Circus) since our last newsletter in June. First we had at least 3 heat related incidents in our 908 zone in which one of our members is still out. One of the bigger issues was a supervisor pushing a carrier in one of the Br 540 zones. The supervisor in my opinion should have been removed from the workroom floor and put on emergency placement immediately, and unbelievably he was not removed from the workroom floor or put on emergency placement. Another issue is some carriers are still working off the clock. When a carrier decides to work off the clock, he or she has reduced the time that should have been used to properly adjust their routes. The National Agreement provides that carriers may not start early to get a head-start on their routes. Article 41, Section 3K states, "Supervisors shall not require, nor permit, employees to work off the clock." Furthermore, this is a violation of the Fair Labor Standards Act. Finally, I want to share a chart from NALC Branch 3825 **SKIPPING BREAKS: WHAT YOU'RE GIVING AWAY (Based on \$28/hour)**
One Break \$4.67- Two Breaks \$9.34- Lunch \$14.01- Lunch and Two Breaks \$23.35
Lunch and Two Breaks (Weekly) \$116.75- Lunch and Two Breaks (Annually) \$5487.25
Lunch and Two Breaks (25 year career) \$137,181.25 as you can see there is a lot of money lost by skipping your lunch and breaks. 115.4 of the M-39 states, in part, *the front-line manager controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.* and the "Joint Statement on Violence and Behavior in the Workplace", an agreement that is enforceable through the grievance process, states in part, "We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace...and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone. We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone." If you

are being pressured by your supervisor to skip your lunch and breaks, then please see your steward. PROUD TO BE UNION.

Mike Powell - Vice President

Health Benefits, MBA, FMLA, Optical

Hello Brothers and Sisters. Welcome back. Hope everyone had a safe, enjoyable summer. Although it's only September, now is the time to start thinking about open season for health benefits. Actual prices are not available yet from OPM, but there is no time like the present to explore what's out there. Go to opm.gov/healthcare to explore. You'll find the NALC HBP is very competitive, and comprehensive. Open season will come, and go before you know it, so get on it, and I will keep you posted on all HBP news.

Life insurance! What may be a once in a career opportunity has just begun for all career carriers as of Sept. 1st, and runs through Sept. 30th. Open season for Federal Employees Group Life Insurance (FEGLI). If you need to make any changes without a life changing event now is the time. CCA's in need of life insurance, and career carriers interested please visit nalc.org under member benefits the heading "Mutual Benefits Association. Here you may shop for your needs also. CCA retirement savings is also offered here. All members please give me a call if you have any questions, and to stay up on all breaking news I suggest downloading the new NALC app to your phone also found under member benefits at nalc.org.

As usual, optical reimbursements are available to all members. Branch 908 offers all members a once a year per member \$20 reimbursement for optical expenses. Send your claim to me before the year runs out at: George Greenwood, 1083 Chews Landing Rd., Laurel Springs, NJ 08021.

On a final note CCA's please give me a call anytime to find out what's is available for you. Whether you are a new hire, over 360, or being converted, don't miss your opportunities. There are time guidelines in all your opportunities.

It's great to be back, and hope to see you all next week at the meeting Wed., Sept. 21st 8PM. Be safe. George...856-304-8665

George Greenwood – Health Benefits Officer

Trustee Report

Brothers and Sisters welcome back from the summer. Overall, this summer was hot but it is better than 2 feet of snow and 10-degree weather. The convention in Los Angeles was very informative but very hot. We had some good guest speakers and some who were less than good. Many great seminars I was present at 7 of them. Seminars in the morning were 7:30 am to 9 am or later. General session is from 10 am to 3 pm. Then afternoon seminars were from 3:30 pm until at least 5 pm or later. As always there was much to learn and remember. The classes went from Trustee training and branch finances given by NALC headquarters CPA David Dorsey up to classes like contract administration, given by Lew Drass. Our national union does an excellent job on providing good educating seminars. Anyone who goes to the NALC national convention should go to as many seminars as possible. Onto some branch finance information, members will be glad to know that the branch was under budget for the national convention and the branch continues to be financially sound. Thanks to all the branch officers willingness to be frugal with your money. Next, we would like to let everyone know about FEGLI or life insurance through your employer. It is open season from September 1-30 2016, which has not happened since 2004. We can make changes to our policy for ourselves or family members who are covered. The form you need is 2817 and changes will not go in to affect until October 2017. The website for this is (www.opm.gov/life). Finally, remember the Branch keeps uniforms at the hall for our new CCAs, we are always accepting donations of clean, serviceable uniforms and CCAs can feel free to brown the uniforms and help themselves to anything they need. Please contact me for more info.

James Comuso Sr – Trustee Chairman

Ozzie's Corner

Happy September to my 908 family. Since June, we have had 14 members contribute to the LCPF. I want to thank **Jonathan Cross, Gary Creek, Gil Curran Jr., Jeffrey Evison, Kevin Fitzpatrick, Dillwyn Foster Jr., Michael Graff, Sean Hethcote, Charles Huff III, Krenar Lena, Joanne Lamplugh, Xiao Min Liu, Chris Walder and Diedre Willis**. Remember, the LCPF was a pact adopted by the NALC to do one thing for City Letter Carriers, secure their jobs. In Branch 908, all active and retired members are urged to support this vital legislative

agreement.* I can be reached anytime at (856) 220-8658 for questions or if you need help signing up. I hope all of my Brothers and Sisters had a safe and happy summer and I'll see you at September 21st's 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.)*

Grievance Log

National Level Settlement

Atco- In accordance with Arbitrator Dennis Nolan's award in case number Q06N-4Q-C12114440, the parties mutually agree to the following as full settlement of the above referenced case: 1 carrier to get **\$5,774.21**, one carrier to get **\$5,392.33** and one carrier to get **\$1,709.69**. This case involved the grievance on the NFTY clerks being excessed into our craft.

Step B Decision

Deptford- Management was in violation of Article 19 and 41, and section 271, of the M-39 Handbook when they failed to conduct a special route inspection on the grievant's route as required. As a settlement the grievant shall be paid a lump sum of **\$150.00**

Blackwood- Management had cause to take corrective action against the grievant, but a Notice of removal was not the appropriate degree of discipline in this instance, as a remedy the removal shall be reduced to a 14-Day suspension.

Resolution To National Convention Approved

The resolution that Branch 908 submitted to the National Convention in Los Angeles was recommended for approval by the NALC Executive Council and then approved by the convention delegates. The resolution stated:

That the NALC explore new methods of Dog Deterrent. Considering but not limited to, Royal Mails compressed air device, Dazers, Instant Stop, Bite Back Vapor Have, and Sonic devises etc.

Please Help One of Our Own

For those of you that do not know, Branch Trustee and Woodbury carrier **April Litty** required emergency open-heart surgery a couple months ago and has been out of work since then trying to recover. Luckily, the surgery went well, but the road to recovery is a long one and April has run out of sick and annual leave. April has been approved for the leave donation program and we are asking any of our members that can spare some annual leave to please consider donating some to April, the minimum you can donate is 8 hours and it must be earned leave. You can request the leave donation form 3970-D from your Postmaster or download one online. April's LSP case number is 16-4c-080-1614. After filling out the form, turn it in to your Postmaster. For those who do not have annual leave to spare but still want to help out, we will be holding a fundraiser. Information will follow after the details are worked out. Thanks you and please keep April in your prayers.

Tim O'Malley Retires

At the conclusion of the 70th Biennial NALC National convention, NALC Executive Vice President Tim O'Malley retired. Tim has served the members of the NALC in many capacities since his career began in 1970, from Shop Steward, to Philadelphia Branch President, to Region 12 National Business Agent, NALC Director of Health Benefits, and finally Executive Vice President. We thank Tim for his service and his friendship through the years and wish him and his wife Sue and long and happy retirement.

Eagles Season Tickets Winner

The winner of the Eagles tickets was **Frank Ingemi**, our Shop Steward from the Hammonton Office. Frank was also the winner of the Eagles tickets in 2013. Congratulations Frank! The Branch raised **\$550** for MDA. Thanks to all the stewards and members for selling and buying the tickets, and Branch Trustee, **April Litty** who was in charge of running the raffle. Great job April.