

# 908 News

NALC Branch 908  
AFL-CIO  
PO Box 150  
Pennsville, NJ  
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## 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    September 2021

### Presidents Report

Welcome back everyone. As we head into the fall season, I hope everyone got through the hot summer in good health. With the fall, comes many things we will be facing, not including the continued annoyance of COVID-19. I am over it, but it appears it just won't go away. We will try to move forward with the branch trying to do our normal business. We are still planning on having our retirement banquet on **October 10<sup>th</sup>** so we can honor those who have retired and have missed out being recognized during this trying time. We also decided not to have our picnic at **Clementon Lake Park** this year, as the committee determined with the new ownership and limited availability of rides and different guarantees from the previous owners, we believed it was in the best interest of the membership to wait until next year when the new owners have a better plan in place. In speaking with the park, they understood our concerns and promised to be more open next year, so that's the plan for the future of our annual picnic. Not ignoring COVID-19, the postal service has once again revised their face covering policy. For those not familiar with it, you should have been given a stand-up talk about it at the end of August on what needs to be done going forward. To sum it up, all employees must wear face coverings in situations where there is a local, state or tribal face covering order or directive in place; or when an employee who does not deal directly with the public and cannot achieve or maintain social distancing in the workplace, regardless of your vaccination status! It also should be posted on your bulletin board in your office. For some good news, it appears the long-awaited back-pay from the new contract arrived in everyone's check on August 20th. It appears the CCA's back-pay had to be manually calculated, which led to a delay in their payments. Hopefully, by the time you read this, more information will be available as to when they will get their money. Those who retired should also have gotten a paper check that should have been mailed to your office. If you haven't received it, please let your steward know so we can get that taken care of. Also, speaking of **union negotiated** raises, the next COLA will be **\$1934.00** that will take effect in your **September 17<sup>th</sup>** paycheck. The reason I mention this as a **union negotiated** raise, is because we still have those members, and you know who you are, continue to accept these benefits without paying dues. I hope you reconsider this time around and join with the rest of us, so we can be the strongest union and be one cohesive unit heading into the unknown future. The next item I need to address is our **Voorhees** installation is scheduled for a **Formal Route Inspection on October 23 - 29<sup>th</sup>**. I know the majority of carriers in this office have never gone through this ordeal, but we will have training prior to the inspection to get everyone up to snuff on what to expect. Please don't allow management to try and convince you to have us make any deals before looking at the numbers and after speaking to us at the training. We will have plenty of time to come up with a game plan. I urge all of you to make arrangements to be at the training when we schedule it. I can also come to your office after work one day and answer any questions you have prior to the training if that's something you may interested in doing. You can talk to your steward, **Pete DeSimone**, to come up with a time for me to come down to meet with you. Lastly, there will be a **service** for our founding father, **Bill Revak**, on **September 30<sup>th</sup> at 11am at Church of Incarnation, 240 Main Street, Mantua, NJ 08051.**

Stay safe, and I hope to see everyone at this month's meeting where we can discuss all of your concerns and issues.

Gary DiGiacomo – President  
856-906-2838

### Next Meeting

The next regular monthly meeting of the Branch will be held on **Wednesday, September 15<sup>th</sup> @ 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 8<sup>th</sup> @ 7:30 and 8pm** respectively.

### Attendance Prize Winner!

At the regular monthly meeting of the Branch on Wednesday **June 16<sup>th</sup>, Jake Evison**, a member out of our Woodbury Office won the **\$250** attendance prize. The prize now stands at **\$25** 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

Letter carriers are not only the heart and soul of the Postal Service, but their communities too. Our reach is unmatched, as are our willingness and ability to make a difference in the lives of those in the neighborhoods we serve. The above statement is an undeniable fact. It is the reason I have and will continue to thank every one of our members for the sacrifices they have made during this pandemic. YOU ALL ARE HEROES!!! Now on to some tidbits I have read or experienced over the summer. Private arbitration records found that from 2010 to 2019 at least 250 managers in 60 post offices were caught changing mail carrier timecards to show them working fewer hours, resulting in unpaid wages, this is according to arbitration award summaries obtained by Public Integrity. Here is the kicker, Supervisors that were found to be cheating were rarely disciplined - often receiving only a warning or more training. Sound familiar Deptford!! On Wednesday we had a wild weather day to say the least. At around 6:20 pm we had a tornado warning for our area, and I happened to be in the Camden, Shit Hole, Annex along with Chuck Goushian, President of Branch 540, when the warning came across our phones. He immediately asked one of the supervisors on duty to send a text via the scanners to all the carriers still out on the street to take shelter or come back to the annex. Well, the supervisor said they didn't have the time to send the message at that moment. REALLY!! Hello, is there any one in there!! They could care less about our safety. This is just one example of what goes on here at the shit hole. Another issue is the forcing of overtime upon all carriers. Our National Leaders must put a stop to this horrendous injustice. We are human beings and the wear and tear that working all this overtime is doing to our bodies and home life is irreparable. The retiree banquet will be held on Sunday October 10 at the Elizabeth Ballroom in Gloucester City from 6-10 pm. Come on out and support our new retirees. Again, I want to thank all our brothers and sisters who have risked their health to deliver for the American people during this pandemic. As I have said before **YOU ALL ARE**

**HEROES!!!** 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](mailto:908vp@comcast.net). **Proud to be Union.**

**We are in this together, Be Safe and God Bless**

**Mike Powell – Vice – President**

### Health Benefits, MBA, FMLA, Optical

Hello, and welcome back brothers, and sisters. Hope you all had a great, safe, healthy summer. I know you're all working a crazy amount of hours, and it's very difficult to go to doctors' appointments. The NALC HBP has you covered...Help from your home or office—High Option Plan:

If you need help for an acute but non-emergency medical condition such as the flu, sinus problems, allergies, abrasions or minor wounds, virtual doctor visits are available through NALCHBP's telehealth program. Download the mobile app, visit [nalchbptelehealth.org](http://nalchbptelehealth.org) or call 888-541-7706.

I'm noticing an ugly trend with USPS management requiring employees to provide them with protected/private medical information regarding an employee's ability, and/or return to work. News Flash! They have no right to any personal medical information as provided by HIPAA law. The HIPAA Privacy rule is as follows.

The HIPAA Privacy Rule establishes national standards to protect individuals' medical records and other personal health information and applies to health plans, health care clearinghouses, and those health care providers that conduct certain health care transactions electronically. The Rule requires appropriate safeguards to protect the privacy of personal health information and sets limits and conditions on the uses and disclosures that may be made of such information without patient authorization. The Rule also gives patients' rights over their health information, including rights to examine and obtain a copy of their health records, and to request corrections. The only one who is authorized to see this information is the district occupational health nurse. Any information needed you may mail to their office, and you are NOT required to provide this to any USPS management. Occupational Health Nurse, 421 Benigno Blvd., Bellmawr, NJ 08031.

**George Greenwood, HBR**

### Ozzie's Corner

"Great Pay, Greater Life (Take Home the Real Benefits)". The quote I just stated was from an Amazon Billboard ad at Airport Circle in Pennsauken, New Jersey. Don't get me wrong, Amazon has every right to do advertising to recruit new employees, however, think about some of these scenarios. Scenario 1: I work for Amazon as a Courier for 1 year and I get into a vehicle accident with one of their trucks and I wasn't at fault. I report the accident to my direct supervisor, and he/she instructs me to immediately return back to the Delivery Depot. The supervisor interviews me one on one (WITH NO UNION REPRESENTATION) and after processing all additional information decides to fire me on the spot. Scenario 2: I work in a warehouse as an Amazon Package Handler Monday to Friday for 6 months and my attendance is perfect (Not 1 Call Out for Work). I have 3 kids, with no spouse (a single parent) and use daycare for them every day I work. One Sunday, I get a call from the daycare school stating they have to shut the school down for a building emergency. I call out of work for the whole work week, but I finally find a replacement daycare for my children. I return to work the following Monday and my shift supervisor pulls me into his office for an attendance review. My supervisor tells me my 5 absences exceeded my required days I need to use to call out from work and I was immediately terminated. Sadly enough, across this country there are stories like these that are true. However, we forget the one and only one denominator that separates an employee from the employer in these situations: The Union! In both of these instances the Shop Steward or Union Delegate would play a major role in fighting to save my job and rectify my discipline before management would kick me to the curb! Amazon may advertise, "Take Home the Real Benefits", but what is the number 1 benefit to a person's job? Is it employee wage increases? Job security? Think about this, collective bargaining would give a person a better opportunity to put themselves on the path to earning attainable wage steps and pay increases. According to the AFL-CIO in July 2021, a worker covered under a union contract earns 11.2% more in wages than a peer in a nonunionized workplace in that same sector. In addition, nine in ten workers (93%) covered by a union contract have access to paid sick days compared to 75% of nonunion workers. With that being said...here are some facts: The United States Postal

Service just awarded all City Letter Carriers (through the NALC) on August 20th a 22 month back paycheck. Next, City Letter Carriers are getting a fourth COLA (Cost of Living Adjustment) in September 17th's check worth \$1934.00. Therefore, the many dollars we are getting back from the union that fought tooth and nail for us is worth investing the \$1.00 per pay in The Letter Carrier Political Fund.

**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

**Voorhees** - Management violated Article 10 of the National Agreement, the ELM, Section 513.361 and Article 19, when they required the grievant to supply acceptable medical documentation for an absence of 3 days or less in this instance. **As a remedy**, the grievant will be paid **\$35.00 as reimbursement for the co-payment and mileage to obtain the medical documentation.**

**Hammonton** - Management violated Article 15, Section 3.A of the National Agreement and Policy Letter(M-01517) by failing to comply with the Step B Decision which ruled to make the grievant a full-time regular retroactive to May 22, 2021! As a remedy, due to the delay in promotion, the grievant shall receive a one-time, lump sum payment of **\$50.00.**

### Annual Branch Banquet

The rescheduled Annual Branch Banquet will be held on **October 10, 2021**. We will be honoring the following members who retired during the 2020 pay year:

<b>Paul Fanuka</b> – Marlton	<b>Edwin Smith</b> – Voorhees
<b>Richard Gillespie</b> – Riverton	<b>Thomas Conner</b> – Woodbury
<b>Brian Heckler</b> – Blackwood	<b>Michael Kelly</b> – Hammonton
<b>Brian Deputy</b> – Sewell	<b>Bernadette Parncutt</b> – Marlton
<b>Thomas Rust</b> – Voorhees	<b>Brown Peterson</b> – Blackwood
<b>Fred Simpkins</b> – Stratford	<b>Joseph Gritz</b> – Stratford
<b>Charles Huff</b> – Mt Ephraim	<b>Dean Delsignore</b> – Haddon Hts

Tickets are \$20 for members and guests, \$10 for Branch retirees. See VP **Mike Powell** or your shop steward for tickets.

### 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 2022 thru 2023 shall take place at the regular monthly meeting of the Branch on **Wednesday, October 20, 2021**. 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, Letter Carrier Political Fund Officer, 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).