

# The GARDEN STATE LETTER CARRIER



“120 Years Serving Letter Carriers”

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## Declaration promises joint efforts Postal unions form alliance

Declaring that “the U.S. Postal Service is under unprecedented attack,” the four postal unions have formed an alliance to fight back to preserve America's postal service for the benefit of the public.

“A congressionally manufactured financial crisis drains the USPS of vital resources,” the union presidents wrote in a proclamation. “Six-day delivery is under constant threat of elimination. The reduction of service standards and the elimination of half of the nation’s mail processing centers have slowed service and wiped out tens of thousands of good jobs. Post offices in cities and small towns are being sold or closed or having their hours cut back.

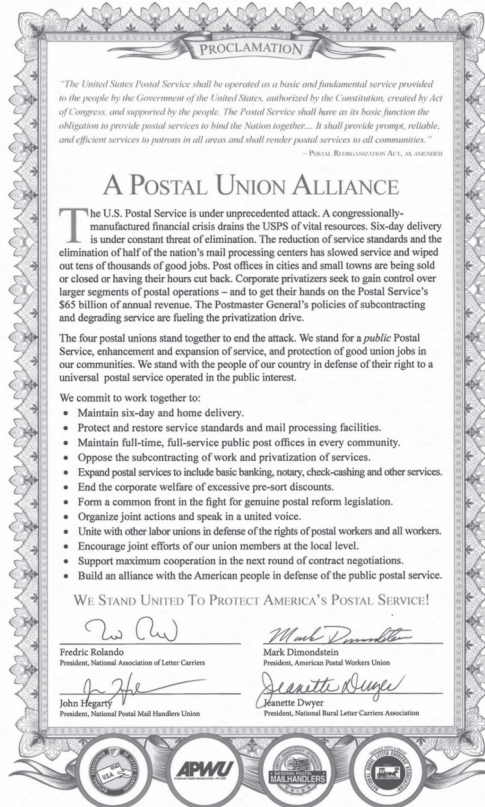
“Corporate privatizers seek to gain control over larger segments of postal operations—and to get their hands on the Postal Service’s \$65 billion of annual revenue. The postmaster general’s policies of subcontracting and

degrading service are fueling the privatization drive,” the proclamation declared.

“We stand with the people of our country in defense of their right to a universal postal service operated in the public interest.”

The goal of the alliance is to enlist public support in preserving the national treasure that is the U.S. Postal Service. The USPS is based in the Constitution, provides Americans with the world's most affordable delivery network, and is operationally profitable without using a dime of taxpayer money.

The proclamation was signed by National Association of Letter Carriers President Fredric Rolando, American Postal Workers Union President Mark Dimondstein, National Postal Mail Handlers Union John Hegarty and National Rural Letter Carriers’ Association President Jeanette Dwyer. ☐



### NJSALC Announces 2014 Annual Trip to Washington, DC

June 8th, 9th, and 10th, 2014 - Capitol Hill Hyatt Regency

Further information available at NJSALC.com

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 Jeffry M. Fox, Editor  
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## VIEWPOINT

Jeff Fox

**H**ave you heard the news? The sky is falling, okay not really. But, lately I feel like every issue of the GSLC is just another version of the NALC acting like Chicken Little. I think we run the risk of worrying and warning people over and over about what could happen if certain legislation gets passed through Congress. We run the risk of our members not paying attention to a real crisis if we are constantly on guard and being warned of another upcoming calamity.

But guess what? The sky IS falling; the NALC is NOT Chicken Little. It has only been through our vigilant efforts, COLCPE dollars and an aware membership that we have been able to fend off attacks by those who do not have our best interests at heart.

Don't believe me? Well, all you need to do is look to our neighbors from the great North in Canada. Their Postal Service, called Canada Post, announced just last week that they were eliminating door-to-door delivery across the country. First in suburban areas, they will be utilizing what they call "community" mailboxes which will be set-up at the end of each block. They are very similar to NDBCUs like we have in apartment complexes but these will serve multiple single family homes. Raining? No problem walk down the street and get your mail, snowing? No problem, walk down the street and get your mail; elderly or disabled? Tough luck!

Oh yeah, and since these "community" mailboxes serve so many residences and like us their parcel post volume has risen dramatically, there are only a few parcel lockers for each neighborhood and unless you hit the parcel post lottery, you'll most likely have to go to the Post Office to pick-up any parcels. Well, at least the word "service" isn't part of their company's name.

Keep in mind, they also raised the price of a first-class stamp to 85 cents and are already delivering only five days a week. They actually discussed reducing delivery to three days a week but the outcry from the business community and senior citizens was loud enough to crush that thought. I guess what I'm saying is that if it can happen in Canada, it can happen here. The initial job loss on the first roll-out of "community" mailboxes will be 8,000 employees. The impact in the United States, a much larger country would be five times that amount. This is why we do what we do, this is why we need your support to help save the Postal Service for our customers as well as ourselves. At the risk of being repetitive, please join e-activist and contribute to COLCPE. ☐

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# President's Report

Richard P. O'Connell, Jr.



**W**hile there is not much going on in Washington at the present time, there will be a great deal of work to be done in the months ahead for letter carriers and their families. Currently we have an administration in Washington that is friendly toward labor, but I urge all letter carriers to remain alert and keep abreast of ongoing legislation.

Representatives akin to Darrell Issa (R-CA) and Tom Coburn (R-CA) will continue their anti-labor legislation and support economic policies that would attack postal and federal employees. Any legislation that is harmful to postal workers can only be defeated by being vigilant and working together as we have over the past years. No one can stand on the sidelines anymore we have too much to lose.

The NALC has worked diligently with postal management to address the crisis facing the Postal Service. We have sacrificed tens of thousands of jobs and endured painful wage and benefit adjustments to help stabilize USPS. Now Congress must do its part. It is essential that we continue to write letters, make phone calls, and visit with our representatives in Washington and when they are at home in their district offices. I have scheduled meetings with our Legislative Liaisons and active volunteers to coordinate our strategy for the upcoming months. Further information on our legislative goals and agenda will be forth coming.

In light of these things I would like to speak briefly about COLCPE. I know that letter carriers will meet the future challenges in the Postal Service head on and we will adapt and persevere. Brother and sisters we cannot become complacent in our efforts. Contributions to COLCPE help re-elect our friends to congress and defeat those who oppose letter carriers. COLCPE gives the NALC and all active and retired letter carriers a voice in Congress. This voice will counter the anti-worker groups who want to take away most of the benefits we have earned. We must be mindful of any legislation that is detrimental to the welfare of Postal Workers and their families. Remember, when asked, sign-up and give to COLCPE. Give what you can. It all helps!

## *Now Congress must do its part!*

Our sign-up for E-Activist volunteers has climbed significantly, but we will need more members to get involved if we are to be successful in keeping 6 day delivery alive. This fight is far from over. Please sign up and get involved your job may depend on it! ☒

### NJM Insurance

**Available for NJSALC Members**

The New Jersey State Association of Letter Carriers (NJSALC) is associated with New Jersey Manufacturer's Insurance Company (NJM). As a member of the NJSALC you are eligible for discounted auto and homeowner's insurance through NJM, you must be an active letter carrier and an NALC member.

Unfortunately, this union benefit is not available for retirees, due to NJM company policy. However, if you're an active carrier and obtain a policy, you can carry it over when you retire. For more details, contact any NJSALC Officer or Executive Board Member.

Remember, this benefit is available for NALC union members only, membership in the NALC will be verified. ☒

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## National Business Agent, Region 12

William Lucini



This winter the letter carriers in New Jersey and all of NALC Region 12, have worked in the worst winter weather conditions any of us can remember. Through the bitter cold and numerous snowstorms, all of you have proven that you are dedicated to the customers on your routes, your careers, and the USPS. You have survived the winter weather and you all should be commended for your hard work and dedication. Please continue to work safely.

For the last few years the NALC has been successful in weathering the political attacks and storms that have threatened our livelihoods. Members of Congress and Postal Management in Washington, DC are continuing to try to destroy the USPS. In February, Senate Bill 1486 was debated, marked up, and approved by the Senate Homeland Security and Government Affairs Committee by a vote of 9 to 1.

As written, S. 1486 would facilitate the end of door-to-door delivery and eliminate Saturday delivery; if this bill passes a full vote in the US Senate and is paired with Congressman Issa's bill in the House of Representatives, it would destroy tens of thousands of Letter Carrier jobs.

President Fred Rolando and our Legislative Department are working very hard to educate our friends in the US Senate, to prepare them to introduce the proper adjustments and amendments to this bill, so it would protect the Postal Service, not destroy it. Every member has to be ready, at a moment's notice, to follow President Rolando's future instructions to contact our Senators. We will also need our families, friends and neighbors to make the same calls to help save the USPS.

Every member has to sign up to be an e-activist. Talk to our brothers and sisters on the workroom floor to become an e-activist. Go to the NALC website, [nalc.org](http://nalc.org), to join or give your name and email address to your National Business Agent.

Just as the Great Postal Strike of 1970 changed the work lives for all Letter Carriers for decades to follow, upcoming legislation pending in Congress, if not properly amended, could change the work lives for all current and future Letter Carriers, their families and the fate of the Postal Service. Become an e-activist, contribute to COLCPE. ☐

## National Business Agent, Region 15

Larry Cirelli



At a recent training session I was reminded how old I am getting. To tell you the truth I don't keep track of that stuff. Age is not relevant, at least not to me. Being ready, being able, being willing to do the job is what is relevant.

We are in some tough times. It looks like it may get worse before it gets better. There are a lot of problems and issues out there. It seems that no one in local management knows how to manage under these conditions or has the power to make the correct decisions under these circumstances.

We used to get along fine without DPS, FSS and with a much larger volume of mail. We did it all by hand. DOIS? We didn't need it. Management knew by sight if you needed help. Now with all these new programs and devices to make the job easier, we are working harder than ever and management doesn't seem to have a clue.

Some of the decisions are just baffling. If you close a processing plant and get the mail to the carriers later, don't fix the processing problem, start the carriers later. If you do a Function Four audit and take away clerks even though you know there aren't enough clerks to sort the mail when it is received. Doesn't matter, start the carriers later.

Management runs all these programs on what they call a "24 Hour Clock." The picking up of mail to be processed, mail delivery to the plants by truck and plane, starting time for the processing centers are all on the 24 Hour Clock. Well it is high time that they stop messing with the last part of the 24 Hour Clock which is our start times. CHANGE THE FIRST 12 HOURS!!! Get us the mail earlier; get us more clerks to sort the mail. Give us the proper staffing to do the job. Stop the abuse of CCAs so they stay on and not quit. Stop relying on these inane programs and processes and start doing the job right. Learn the job. If you have four open routes, bring in the non-scheduled overtime people. DO NOT USE THE NON-OTDL PEOPLE!!! Why would you want to? Learn the contract. We will help you.

So age, who cares? Being ready, being able and being willing to do the job, to join the fight? I am ready to go! Are you? ☐

# CCA Corner

Joe Rutkoski, NJSALC Executive Board Member



The following article in this edition of the GSLC newsletter is dedicated to our brother and sister CCA's and the issues that directly affect them. In the last issue of the GSLC, I wrote about the method for converting CCA's to full-time career status under the August 30, 2013 Memorandum of Understanding (M-01824). The first wave of conversions started slowly in

November and have steadily increased each month thereafter. Here are the numbers of conversions of CCA's that have been converted to full-time career status as of December 28, 2013.

In NNJ District the number of CCA's as of 12/28/13 was 768 with 98 PTF's still remaining in the district. There have been, as of 12/28/13, a total of 32 CCA's converted to regular. The exact number of conversion of CCA's to regular positions for the months of January, February and March will not be available until April of this year. It is estimated that there have been approximately 66 CCA's converted to full-time regular positions in the months of January and February of 2014 in this district.

In the SNJ District the number of CCA's as of 12/28/13 was 46 with 166 PTFs still remaining in the district. There have been, as of 12/28/13, a total of 3 CCA's converted to regular. Again as with the NNJ District, the exact number of conversion in the SNJ District of CCA's to regular positions for the months of January, February and March will not be available until April of this year. It is estimated that there have been approximately 10 CCA's converted to full time regular positions in the months of January and February of 2014 in this district.

The Postal Service has also recently announced that it is suspending its planned plant closures. This will free up many positions that were being properly withheld under Article 12 (Withholding and Excessing). This will provide for more available full time career letter carrier positions for our CCA's .

**CCA attrition rate** - Management is alarmed and puzzled by the fact that many of the CCA's that have been hired are resigning at an alarming rate in both districts. Management has started the development of CCA Focus Groups. At these focus groups all the POOMs, the District Manager and a group of CCA's discuss the issues that the

CCA's are having in the field. At a recent focus group it appears that management just might have finally gotten the message that the NALC has been trying to convey to them all along.

That message is this: "If they want the CCA's to stop resigning at such a high rate then they need to stop working them 7 days a week, stop working them 60, 70 and 80 hours a week. Stop giving them a 1 hour pivot that is actually 2 hours long, stop sending them out on routes that they never did before without any instructions or any map to follow and finally they need to stop placing unrealistic expectations on the CCA's . Most importantly, Management needs to start treating the CCA's with dignity and respect. (this especially applies to the POOMS)

Management needs to start having someone check on a CCA when they are on an unfamiliar route to make sure they are okay. They need to make sure that the CCA is taking their lunch and breaks throughout the day.

The reason that I am cautiously optimistic that maybe, just maybe management might be finally getting the unions message is because at the conclusion of a recent CCA Focus Group, the NNJ District Manager sent out the following actions to be put into place via e-mail to all managers.

1. When handing out pivots to a CCA, management will make sure an hour pivot is actually an hour pivot.
2. If a CCA is on a unfamiliar route, management will have all the parcels sequenced for them
3. If a CCA is working over 6 hours, make sure they are taking their breaks and lunch.
4. Give each CCA at least one day off.
5. Do not work CCA's over 48 hours a week
6. Make sure CCA's are treated with dignity and respect.

Please understand that the above actions that the district manager has put into place is not a signed Memorandum of Understanding between the Union and Management, meaning that if management is not following these instructions, it is not grievable. However, if you are a CCA and management is not following the above listed actions please let the union know. We will take it to the district manager to see just how serious he is about improving the working conditions of our CCA's. ☺

# 56th Annual Joseph Esposito Bowling Tournament

Sponsored by the NJSALC

Charlie Connell, Chairman



The 56th Annual Joseph Esposito Tournament will be held on Sunday, June 1, 2014 at Majestic Lanes, Woodbridge, NJ. The tournament will begin at 11:45am. Please allow enough time to check in and get your warm-ups in before starting time. All bowlers must be postal employees and Union members. Smaller offices may form teams with other small offices if necessary. The tournament will be governed by ABC rules, but due to cost factors, will not be considered a sanctioned tournament.

Handicap will be based upon 100% of the difference between your average and 200. Example: 200 minus 150 (your average) equals 50; you will receive a 50 pin handicap. All bowlers with an average of 200 and above will bowl “scratch”, there will be no deduction.

Bowlers averages must be the highest attained as of March 31, 2014. Any bowler not having a league average must assume the following averages for handicap purposes: 140 for female and 160 for male. An absent bowler’s score will be 10 pins below the registered ABC average for this tournament. The entry fee is \$85.00 per team. There is no cut-off date for entries. Use this entry form for your convenience; if you need extra forms visit <http://www.njsalc.com> to print a new form. Also, requests to bowl against a specific team must be indicated on the entry form.

**Directions to Majestic Lanes — 525 Route 9 North, Hopelawn, NJ — 732-826-6800**

**GS Parkway Northbound:** Exit 127 to US rte. 9 North

**GS parkway Southbound:** Exit 129 following road to NJ Highway Administration Building which leads to rte. 184. Continue eastbound over Rte. 9, make right turn onto Laurel Street and continue to parking lot entrance on right.

**NJ Turnpike:** Exit 11. After passing through toll plaza take ramp to rte. 9 then secondary ramp branching from this one saying NJ Highway Administration Building. This ramp takes you to rte 184 coming up from jughandle to the right. Continue eastbound over rte. 9, make right on Laurel Street and continue to parking lot on right.

## ENTRY FORM

Branch #: \_\_\_\_\_ Office: \_\_\_\_\_ Entry:# \_\_\_\_\_

Team Captain: \_\_\_\_\_ Phone #: \_\_\_\_\_

Home Address: \_\_\_\_\_ City and Zip \_\_\_\_\_

Requested Opponent: \_\_\_\_\_ Amt. Paid \_\_\_\_\_

*We will try to honor all requests to bowl against opponents of your choice. All requests must be made on this form!*

Team Member	League & County	ABC #	Average
1.			
2.			
3.			
4.			
5.			
(SUB)			

Mail Entries and make checks payable to: Charles Connell, 1219 Ripple Avenue, Manahawkin, NJ 08050

# 2014 Richard P. O'Connell Scholarship Program

The New Jersey State Association of Letter Carriers (NJSALC) is now accepting applications for the 2014 Richard P. O'Connell Scholarship Program. All requests for applications must be sent to the scholarship committee chair by April 20, 2014. The Chair will send scholarship packets to all applicants. Completed packets must be returned to the Chair by May 20, 2014. The scholarships are available to the dependent children of members of NALC Branches within the state of New Jersey. Applicant's parent/guardian must be a member in good standing of the NALC for at least one (1) year prior to making application. Applicant must be a high school senior when making application. **ALL** requested information must be received by the scholarship chair by May 20, 2014. O'Connell Scholarship Awards are issued in the year of high school graduation only.

## Carolann Rasmus – O'Connell Scholarship Chair

1218 Revoir Drive  
Rahway, NJ 07065

### O'Connell Scholarship Application (Please Print)

Applicant's Name \_\_\_\_\_

NALC Member Name \_\_\_\_\_

Home Address \_\_\_\_\_

City / State / ZIP \_\_\_\_\_

Home Telephone \_\_\_\_\_ Cell \_\_\_\_\_

Email Address \_\_\_\_\_

Applicant's Signature \_\_\_\_\_

NALC Member Signature \_\_\_\_\_

Relationship to Applicant \_\_\_\_\_

**Local NALC Branch Officer Signature required for verification of member in good standing:**

Branch Officer Signature \_\_\_\_\_ Title \_\_\_\_\_

Branch Officer Printed Name \_\_\_\_\_

Branch Number \_\_\_\_\_ Branch City \_\_\_\_\_ Date \_\_\_\_\_

*Application also available online at: [NJSALC.com](http://NJSALC.com)*



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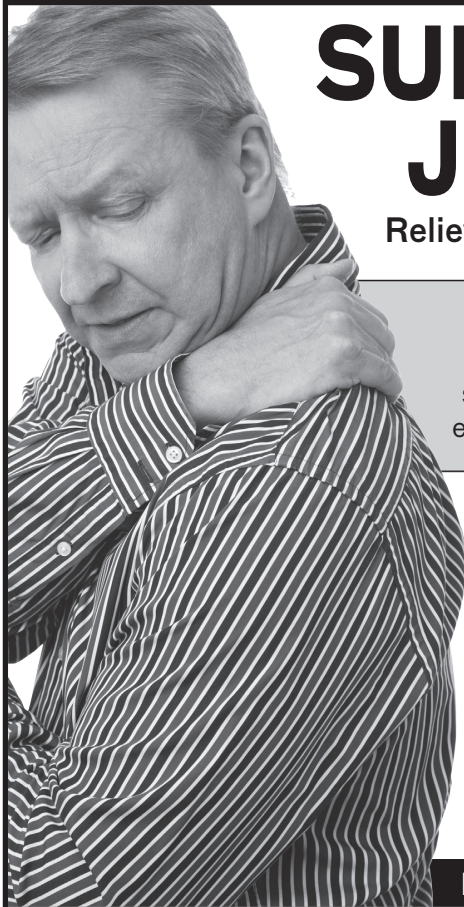
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- Okay With Change
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Date: \_\_\_\_\_

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