

# NALCASTER

NATIONAL ASSOCIATION OF LETTER CARRIERS

## Pagoda Branch 258

READING, PA.

VOLUME XXVIII AUGUST 12<sup>TH</sup> 2015



**WE'VE MOVED!  
OUR NEW LOCATION IS...  
1251 N. FRONT ST.  
READING, PA 19601**



# MOVING?

Let us know... before you go!

Officers	Name	Telephone
President	Fred Ranalli, Jr	610-678-2512
Vice President	Rich McDonough	484-955-4267
Treasurer	Michele Schaeffer	610-916-1324
Secretary	Paul Purcell	610-451-0244
Trustees:	Jason Taylor	570-617-1124
	Dominic Tumminello	610-775-4263
	Dave Dry	610-404-7758
Health Plan Rep.	Bill Lodek	610-678-9031
AFL-CIO	Sharon Unger	610-921-0394
Sergeant at Arms	Jerome Kern	610-670-9636
NALCaster editors	Bradley Snyder	717-405-0124
Director of Archives	Andy Gelsing	610-378-0417

name \_\_\_\_\_

Old address \_\_\_\_\_

New address \_\_\_\_\_

telephone # \_\_\_\_\_

## Shop Stewards

Stations	Steward	Telephone
19601-11	Jason Taylor	570-617-1124
19602-06	Aaron O'Brien	484-955-0917
19604-05	Juan Munoz	610-373-8201
19607	Mark Swarmer	610-856-1662
19608-09	Paul Purcell	610-451-0244
19610	Dave Dry	610-404-7758
19508	Rich McDonough	484-955-4267
19518	Harry Enright	610-385-9078
19526	Judy Snitzer	570-573-2689
19522	Steve Fenstermacher	484-201-0193
19530	Tim Fisher	610-207-0204
19540	Rich McDonough	484-955-0917
19551	Rich McDounough	484-955-0917
19555	Robert Oswald	610-451-5114
19560	Bea Shurr	610-926-3279
19565	Rich McDonough	484-955-0917
19567	Robert Clark	610-589-1469

changing your address or  
 would like contact us via  
 E-mail reach us at.  
[nalcbranch258@yahoo.com](mailto:nalcbranch258@yahoo.com)

The NALCASTER is a publication of, by and for the members of Pagoda Branch # 258, NALC Reading Pa. The opinions expressed herein, may but do not necessarily reflect those of the Editor or Branch # 258. All contributions are welcome. you may use any items in this newsletter, just inform your readers of the source.  
 Thank You

## Committees

Step A designee	Rich McDonough	484 955 4267
Associate Off. Grievance Chmn	Rich McDonough	
<b>Labor Management Team</b>		
	Fred Ranalli Jr.	610-678-2512
	Rich McDonough	484-955-4267
Food Drive	Paul Purcell	610-451-0244
Legislative	Jerome Kern	610-670-9636
Workman's Comp Rep	Bill Lodek	610-678-9031
MDA	Jason Taylor	570-617-1124
CCA Rep	Andy Bausher	610-568-2196
Director of Retirees	Dale Conrad	610-944-9072

## N.A.L.C

### HEALTH BENEFIT PLAN SERVICE LINES

- General Claims Inquiries 1888 636 6252
- Hospital Pre-certification (required) 1800 622 6252
- Prerecorded Benefits Information 1888 636 6252
- Prescription Customer Service Line 1800 933 6252

UNION OFFICE 1251 N. Front St.



# KEEP CALM AND YOU'RE INVITED

*Regular Monthly Meeting  
NALC BRANCH 258  
ON WEDNESDAY*

*August 12th*

*At our new location!  
1251 North Front St.  
Reading, Pa 19601*

The URL box

helpful websites that you might find usefull

<http://www.nalc258.com>

<http://nalcbranch1100.org>

<http://nalcbranch212.com>

<https://liteblue.usps.gov>

<http://nalc.org>

*The pessimist complains about the wind; the  
optimist expects it to change; the realist  
adjusts the sails.*

*William Arthur Ward*



**MDA** fill a satchel in  
September ask your shop  
steward how you can  
volunteer!

“There are not more than five musical  
notes, yet the combinations of these  
five give rise to more melodies than  
can ever be heard.

There are not more than five primary  
colors, yet in combination they  
produce more hues than can ever be  
seen.

There are not more than five cardinal  
tastes, yet combinations of them yield  
more flavors than can ever be tasted.”

*Sun Tzu*

# LETTER FROM THE PRESIDENT

Dear Brothers and Sisters, as I sit here writing to you it feels a little bit like Déjà vu. Just a few issues ago, I wrote about all the changes we face as letter carriers. Here we go again; Lewis Fenderson is our new OIC Postmaster in Reading. I met Lew and we had a Labor/Management meeting. He seems very knowledgeable and open to a good working relationship with all the employees in Reading. I offered our support and look forward to working together on issues that need to be addressed.

After several instances in the past few weeks, I feel compelled to remind everyone what a union really is. The words labor union are defined as an organization of wage earners that is set up to serve and advance its members' interest in terms of wages, benefits, and working hours and conditions. As a member of the NALC **YOU** benefit from our organization. Every National, State, and Local officer started somewhere as a letter carrier, the same as **YOU**. For some reason they felt the need to help in this advancement. That is what is so great about the NALC. **You are just as important and have the same rights as every other letter carrier in the NALC. You have the same right to vote, have your opinions heard, run for office and get involved with every aspect of our great union.** All you have to do is step up and get involved. So often I hear about letter carriers complaining or saying derogatory remarks about a union official or our national leaders. Granted, people make mistakes and when negotiating, both sides must give and take. We don't always succeed in getting the most favorable outcome. But, those people, just like **YOU**, are and were letter carriers. They always try to do the right thing for every member. Sometimes as individuals, we only see how things affect ourselves and not the collective group. In our branch, I try to hear and involve everyone's opinion and suggestions. Members must realize that it is very hard to make everyone in a branch of our size happy; and, take care of everyone's needs. What's best for the biggest group of members usually is what is fought for. I try to stress to every board member that every member's voice is just as important as another. It doesn't matter who **You** are. That being said, there are things that might not go as you feel they should; or, that will benefit you the most. I am proud of this board and we are respected by our surrounding NALC branches for what we have accomplished. If anyone feels our union doesn't do things right or blames it for things being done, stand up, for only **You** can express your voice and have your voice heard. Why complain and say bad things about others, when all **You** have to do is get involved, educate yourself, and have your voice heard. I know if you get involved, you will have the chance to better yourself and help in the advancement of other letter carriers along the way. **You** are the union. Branch Meetings are held the second Wednesday of each month at 1251 Front St., Reading, Pa 19601, at 7:30 PM. See **You** there.

In Brotherhood,

Fred Ranalli

# What to do when it's hot outside

NALC joins the Postal Service in alerting letter carriers to the dangers of heat in the spring and summer. NALC Director of Safety & Health Manny Peralta urges letter carriers to

"...take care when you are out delivering your routes. Don't let yourself be overcome by hot weather." Do you know the signs of heat illness?

Some tips on avoiding heat-related problems, and the symptoms of—and necessary action to take for—heat exhaustion and heat stroke:

- Drink plenty of liquids.
- Watch for symptoms of HEAT EXHAUSTION and HEAT STROKE (see below).
- Be prepared to act by learning correct first aid procedures ahead of time.

## HEAT EXHAUSTION

Symptoms of heat exhaustion •Headaches

- Dizziness or lightheadedness •Weakness
- Mood changes, irritability, confusion or the inability to think clearly •Nausea and vomiting
- Fainting
- Pale, clammy skin

**ACT IMMEDIATELY!** If not treated, heat exhaustion can advance to heat stroke

- Move victim to a cool, shaded area. Don't leave the person alone. If symptoms include dizziness or lightheadedness, lay the victim on his or her back and raise legs 6 to 8 inches. If the symptoms include nausea or vomiting, lay the victim on his or her side.
- Loosen and remove any heavy clothing.
- Give the person cool water to drink about a cup every 15 minutes—unless he or she is nauseous or vomiting.
- Fan the victim and spray with a cool mist of water or apply a wet cloth to the skin.
- Call 911 for emergency help if the person does not feel better in a few minutes.

## HEAT STROKE

Symptoms of heat stroke—a medical emergency

- Dry, pale skin with no sweating
- hot, red skin that looks sunburned
- Mood changes, irritability, confusion or the inability to think clearly •Inability to revive from an unconscious state

**CALL 911 for emergency help IMMEDIATELY!**

- Move victim to a cool, shaded area. Don't leave the person alone. If symptoms include dizziness or lightheadedness, lay the victim on his or her back and raise legs 6 to 8 inches. If the symptoms include nausea or vomiting, lay the victim on his or her side.
- Loosen and remove any heavy clothing.
- Give the person cool water to drink about a cup every 15 minutes unless he or she is nauseous or vomiting.
- Fan the victim and spray with a cool mist of water or wipe the victim with a wet cloth or cover with a wet sheet.
- Place ice packs under the armpits and groin area.

For more safety info, please see Brother Peralta's page on NALC website ( [NALC.org](http://NALC.org) )

## **IDENTIFY AND CORRECT HAZARDS**

### **Pay Attention While Walking...**

**Slips, trips and falls are the number 1 reason for an industrial injury in the United States.** Thousands of disabling injuries—and even deaths—occur each year as a result of slips, trips, and falls!

SOMETIMES WE OVERLOOK OR IGNORE SAFETY RULES. WHEN THIS HAPPENS, THE EMPLOYEE WHO PERFORMED THE UNSAFE ACT OR IGNORED A SAFETY PROBLEM USUALLY GETS INJURED... OR SOMEONE ELSE DOES.

WHEN YOU OBSERVE HAZARDOUS CONDITIONS OR ACTS, IMMEDIATELY REPORT THEM TO YOUR SUPERVISOR. IF IT IS WITHIN YOUR SCOPE OF SELF-CORRECTING THE HAZARD, TAKE THE TIME TO CORRECT IT.

COMPLETE A PS FORM 1767, REPORT OF HAZARD, UNSAFE CONDITION OR PRACTICE, AS NECESSARY.

AN ACCIDENT IS AN UNPLANNED AND UNEXPECTED EVENT THAT INTERRUPTS THE NORMAL WORK PROCESS; IT MAY RESULT IN PERSONAL INJURY... OR EVEN DEATH.

ACCIDENTS HAVE A FAR-REACHING EFFECT ON MORE PEOPLE THAN JUST THE EMPLOYER... FAMILIES OFTEN SUFFER TOO.

**ACCIDENTS ARE PREVENTABLE!  
IDENTIFY AND CORRECT HAZARDS!  
WE ARE ALL RESPONSIBLE FOR SAFETY!**

### **TOP TEN FMLA VIOLATIONS LIST**

The Federal Family and Medical Leave ACT (FMLA) 29 CFR part 825, became effective on August 5, 1993. Since that date, our office (D.O.L.) has answered thousands of compliance questions from employers and employees. The Wage and Hour Division has processed over 2,000 employee complaints. Our experience has allowed us to identify the most common violations.

The following list will alert employers to personnel actions, which will likely cause employees to file complaints with us (Dept. Of Labor). The pertinent section of the regulations is cited for your reference.

1. Failure to notify employee of FMLA rights. (825.300-.301)
2. Failure to notify employee that leave counted towards 12 week FMLA entitlement. (825.208(b)(1)- (b)(2))
3. Counting FMLA leave against the firm's absentee policy for disciplinary purposes. (825.220(c))
4. Taking disciplinary action against employee for using FMLA. (825.220(c))
5. Failure to grant leave to provide physical care or psychological comfort to a seriously ill parent. (825.116(a))
6. Failure to reinstate a employee to same or equivalent position.
7. Terminating an employee during or at the conclusion of FMLA leave. (825.216)
8. Failure to grant FMLA leave because of a misunderstanding of what qualifies as a "serious health condition". (825.114)
9. Failure to request medical certification in writing and not giving employee at least 15 days to obtain medical certification. (825.305)
10. Failure to handle questions about the validity of a medical certification by guidelines set forth in FMLA regulations. (825.307)

# **THE WILLIAM BECK & ROBERT BAER SCHOLARSHIP AWARDS**

Local 258 National Association of Letter Carriers has established two scholarship awards, \$300.00 each, payable for students attending a college, university or trade school.

**Term of Award:** Each scholarship shall be awarded for one academic year and will not be renewed. The intent of this award is to help a son or daughter of a member of Local 258 NALC with a trade school or college education.

## **ELIGIBILITY**

Eligibility is to a son or daughter of any DUES-paying member that is in good standing in Local 258 NALC. Applying students must have graduated from high school in 2015.

All applicants are required to be freshman or first year student.

All applicants are required to have a letter of acceptance from the college or trade school that they plan on attending.

## **METHOD OF SELECTION**

Applications will be reviewed, then put into a drawing box and selected by pulling a name from the drawing box at the union meeting of Local 258 NALC during the August 2015 union meeting.

The selected winners will be notified by mail.

We will pick an alternate if the first one picked does not meet all of the qualifications.

The Local 258 NALC Scholarship Awards will be presented at the union meeting.

The Beck and Baer Scholarship Award Committee must receive your completed application by August 4<sup>th</sup> 2015. Please mail to:

**William Beck & Robert Baer Scholarship Award Committee  
NALC BRANCH 258  
P.O. Box 12584  
Reading, PA 19612**

## **SCHOLARSHIP APPLICATION**

Date: \_\_\_\_\_

I am the son/daughter of active/retired member of Local 258 Reading, PA.

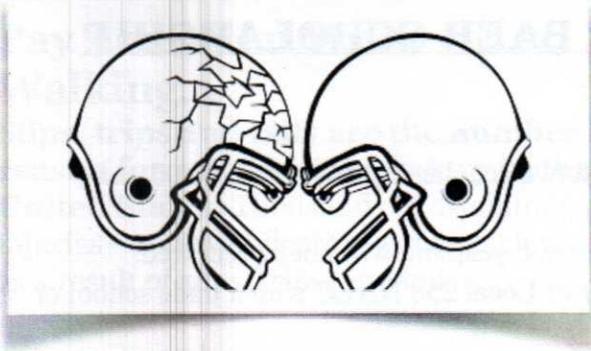
Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Signature of NALC Parent: \_\_\_\_\_

Signature of Branch Officer: \_\_\_\_\_



## Branch 258 MDA Football Survivor Pool

How to play and rules:

Play starts week 1 of NFL season.

Each pool member chooses one NFL team each week.

- Picks are made "straight up", not using a point spread system.
- If their pick is correct, they survive until the next week.
- An incorrect pick eliminates the player from the pool for the remainder of the season.
- The goal is to be the the last member standing at the end of the regular season.
- *You may only pick the same team once the entire season.*
- Once you pay your entrance fee you will be given the website to register, follow the easy instructions to register.
- The prize money will be determined by the number of entries, 1/2 goes to MDA and the 1/2 goes to the winner(s) of the contest.

Cost is \$10 per entry.

Turn entry and money into your steward or mail into the branch mailing address:

NALC 258  
PO Box 12584  
Reading, Pa 19612

---

Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_

## **Branch Nominations Notice**

As per NALC National Constitution and Branch 258 By-laws this is official notification that branch nominations will be held at our monthly meeting October 8, 2015 @ 7:30 PM.

The following positions will be open for nomination:

(1) Branch Trustee- 3 year term

Delegate to the 2016 NALC National Convention to be held the 3<sup>rd</sup> week of July 2016. Delegate to the 2016 Penna. State Assoc. Convention to be held late September 2016.

Members must be attendance to accept nomination or have a letter presented at the time of nomination that the member will accept the position.

Any questions on nominations please see a branch officer.

### **Retiree's Corner**

The Retiree Breakfast will be held at the Exeter Restaurant for Aug & Sept. This is held the Third Thursday of each month.



Questions or concerns from retiree's can contact your rep, Dale Conrad @ 610-944-9072

## **Six-day delivery (H.Res. 12)**

As it has for generations, the U.S. Postal Service provides affordable universal service as directed by the U.S. Constitution. In 1983, Congress first adopted an appropriations rider that required the Postal Service to deliver mail six days a week, a rider that has been included in every appropriations measure since. And for more than three decades, the Postal Service has been trying to find a way to eliminate that requirement.

NALC supports H.Res. 12, which calls on Congress and the Postal Service to take all appropriate steps to continue six-day mail delivery.

and we deserve support for that struggle from both sides of the aisle.

We encourage all NALC members to know and understand the process and how to get involved.

What is a PAC?

A Political Action Committee (PAC) raises money for the purpose of defeating or electing candidates to elected office

- PACs are formed by corporations, associations, labor unions and individuals with common interests
- PACs solicit voluntary contributions from individuals with common interests to advance a political process
- PACs are nonpartisan entities whose primary concern is to elect qualified candidates regardless of party affiliation.

Why Should I Join the NALC's PAC?

- Our PAC identifies and contributes to candidates who support issues important to letter carriers.
- Joining the PAC provides letter carriers with the opportunity to build electoral and legislative power required to ensure decisions that impact their lives are made with their best interests in mind.
- Only NALC members can contribute to the PAC.
- Union dues are not used for political contributions.
- PAC contributions are voluntary and can stop at any time. There is no open season.
- We encourage PAC members to make suggestions for political contributions and to attend local fundraisers.
- PAC members are encouraged to attend local events for members locally who support letter carrier legislative priorities.

How do I Become a PAC Member/Contribute to the PAC?

The easiest way to become a PAC member is to contribute through automatic payroll deduction. Contact your branch leaders with questions about how you can contribute.

## **USPS service standards (H.Res. 54)**

Before July 1, 2012, the Postal Service's standard for First-Class Mail was overnight delivery in most metropolitan areas and rural communities. But since then, USPS has repeatedly degraded its service standards and embraced a doomed strategy of cutting its way to prosperity, which is why it is increasing the expected number of days it takes to deliver various types of mail.

NALC supports H. Res. 54, which calls on USPS to restore the service standards that were in effect on July 1, 2012.

**POLITICAL**  
the issues that impact us!

**Working to elect members of Congress who support NALC priorities is the primary objective of our political affairs operation.**

There has never been a more important time to participate in the NALC's political process. Our political action fund helps pro-labor, pro-letter carriers candidates get elected so they can go to Washington to support and protect letter carrier jobs. The NALC is not partisan and neither is our fight. Our struggle is for letter carrier jobs

## CCA Hold-Downs

Is there a waiting period for a new CCA (no former experience as a career city letter carrier or city carrier transitional employee) before the employee can opt on a hold-down?

Yes, 60 calendar days from the date of appointment as a CCA. Once the CCA has met this requirement there is no additional waiting period for applying for/being awarded a hold-down when the employee is converted to career.

Hold-downs are any route that is expected to be vacant for 5 days or more. Vacations, regular carrier illness/injury, no-bid routes and carrier details usually create these hold-down opportunities.

## 3996 Reasons

Excessive accountable mail  
Excessive change of address cards  
Excessive parcels  
Delivering mail cased by others  
Time spent filling out Form 3996,1571  
Inclement weather (rain, lightning, ice)  
Heat, humidity    Marriage Mail

**BE SURE TO FILL OUT A 3996 when you believe you will not complete your route in eight hours, remember its an estimate.**

**It's that time of year again HOT! HOT! HOT! Please make sure you are drinking water and try to stay cool. Dogs are another concern. Case the dog warning cards to prevent injuries to yourself and other carriers. Please be aware there are some good routes up for a hold down. Some CCA's have not put in for one. We had a meeting with the Postmaster which went well. Some issues were resolved and others are still on the table. Meetings with the Postmaster will be held once a Quarter. Also our local union meetings are held every 2nd Wednesday of the month. Hope to see you there. If you have any problems, concerns or questions please contact me or your shop steward.**

**CCA REP Rich Miller**

# THE CCA PAGE

## CCA EVENTS:

August 1<sup>st</sup> 2015:

Bowling and drinks at Berks Lanes

7pm

August 16<sup>th</sup> 2015:

Dorney Park Wild Water Kingdom-

See Britainy or Julio for more information. September 7th

Dinner and drinks

Smokey bones in Wyomissing

6pm

NALC-BRANCH 258  
NALCASTER  
PO BOX 12584  
READING, PA 19612-2584  
ADDRESS SERVICE REQUESTED  
TIME VALUE-PLEASE DO NOT DELAY



Andrew Gelsing  
441 S. 6th St.  
Reading, Pa 19602

1960232410 C058



## **Make the Call!**

Virginia Cormier, LSW, CEAP  
EAP CONSULTANT

1800-EAP-4YOU

1800-327-4968

[www.EAP4YOU.COM](http://www.EAP4YOU.COM)

EAP Life Coaching can help you ensure success  
in reaching your goals!

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117 Morgan Drive

Reading, PA 19608

Phone : 610-926-5802

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