

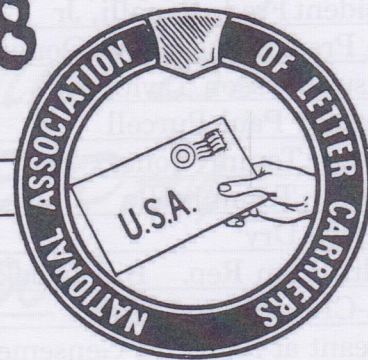
NALCASTER

NATIONAL ASSOCIATION OF LETTER CARRIERS

Pagoda Branch 258

READING, PA.

August 14th, 2019



*Hear Ye!
Hear Ye!*



This is official notice to members of NALC Branch 258, that nominations for one branch trustee and delegates to the 2020

NALC National Convention will take place at the regular branch meeting to be held October 9, 2019 at 7:30 PM at United Steelworkers Union Hall 1251 N. Front St Reading, Pa 19601. Those who wish to be nominated must be present for the meeting or submit a letter of nomination acceptance to the branch secretary prior to the October regular meeting. In the event an election is necessary, such election will take place at the regular branch meeting November 13, 2019 at United Steelworkers Hall.

Paul Purcell, Sec. Br. 258



N.A.L.C. PAGODA BRANCH 258
READING PA OFFICERS 2015

Officers	Name	Telephone
President	Fred Ranalli, Jr	610-678-2512
Vice President	Rich McDonough	484-955-4267
Treasurer	Jason Taylor	570-617-1124
Secretary	Paul Purcell	610-451-0244
Trustees:	Tammy Jones	610-960-7498
	Dominic Tumminello	610-775-4263
	Dave Dry	484-797-7906
Health Plan Rep.	Bill Lodek	610-914-1253
AFL-CIO	Sharon Unger	610-921-0394
Sergeant at Arms	Ed Gensemer	484-638-3067
NALCaster editors	Bradley Snyder	717-405-0124
Director of Archives	Andy Gelsinger	610-378-0417

Shop Stewards

Stations	Steward	Telephone
19601-11	Paul Purcell	610-451-0244
	Jason Taylor	570-617-1124
19604-05	Juan Munoz	610-373-8201
19606	Jess Iezzi	610-914-4614
	Mark Swarmer	610-856-1662
19608-09	Dj Mauger	610-451-0244
19610	Dave Dry	484-797-7906
19508	Rich McDonough	484-955-4267
19518	Rich McDonough	484-955-4267
19526	Judy Snitzer	570-573-2689
19522	Steve Fenstermacher	484-201-0193
19530	Tim Fisher	610-207-0204
19540	Jessica Mountz	610-914-9843
19551	Rich McDounough	484-955-0917
19555	Robert Oswald	610-451-5114
19560	Rich McDonough	484-955-0917
19565	Rich McDonough	484-955-0917
19567	Robert Clark	610-589-1469

Committees

Step A designee	Jason Taylor	570-617-1124
Associate Off. Grievance Chmn	Rich McDonough	
Labor Management Team		
	Fred Ranalli Jr.	610-678-2512
	Rich McDonough	484-955-4267
Food Drive	Tammy Jones	610-960-7498
Legislative	Ed Gensemer	484 638-3067
HBR-MBA-OWCP	Bill Lodek	610-914-1253
MDA	Jason Taylor	570-617-1124
CCA Rep	Rich Miller	610-568-8902
Director of Retirees	Jerome Kerns	484-256-4906

UNION OFFICE 1251 N. Front St.
PO Box 12584 Reading, Pa 19603



MOVING?

Let us know... before you go!

name _____

Old address

New address

telephone #

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.

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



**KEEP
CALM
AND
YOU'RE
INVITED**

*Regular Monthly Meeting
NALC BRANCH 258
ON WEDNESDAY*

@ 7:00

August 14th

*1251 North Front St.
Reading, Pa 19601*

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

**THE RETIREES'
ROUTE**

The retirees breakfast will
be held at the **Breakfast
Hut 4170 Perkiomen Ave.**

**On August 15th, and
September 19th at 9:00 am**



PRESIDENT'S MESSAGE

This morning I attended the monthly retiree breakfast at the Leesport Diner. We had a good breakfast and it was great to see everyone. Many of us worked along side of each other for many years. Unfortunately, we lose touch when we retire. I missed the friendships of my fellow workers and the customers that I served. What better way to catch up and touch base with people you experienced so much of your life with than to meet over a good breakfast and share memories. I encourage any retiree to join us at one of the breakfasts. I am sure that you will have a good time. Past President Larry Truckenmiller was back in Reading and attended a few of our breakfasts. I am grateful to him and all the past carriers who fought the struggle before us to make our jobs and benefits what they are today. Jerome has set up a picnic, miniature golf outing and a trip to Lake Harmony for retirees to take advantage of. If you are interested on receiving information about everything that is being planned please contact Jerome. Give him your email or phone number and he will keep you up to date. Hope to see more of you soon at one of these events.

A branch picnic is being planned for September 8 at Cacoosing Meadows in Spring Township. Everyone and their families are invited. More information about the picnic details may be found in this issue. Hope to see you there.

At a recent Million Miles ceremony, NBA Dave Napadano mentioned a few things that will get you fired from the USPS. Not coming to work, was mentioned and is the topic I want to write about. I feel I need to stress to our membership that constantly being absent from work is very troublesome and difficult for our stewards to defend. Unscheduled absence discipline is increasing. Sick leave, AWOL and numerous employees constantly being late for work is a monthly topic at our labor management meetings. Sick leave and Annual leave are negotiated benefits that we are entitled to use according to article 10 of the National Agreement. FMLA laws protect employees dealing with their and family members ongoing medical issues. These benefits have guidelines and management has put a unified effort to discourage employees from using these benefits and making sure employees follow the rules. Many hours have been spent fighting management when they violate these laws.

With that being said, I cannot stress enough that everyone should bank as much sick leave as possible. Please do not use these benefits foolishly. Through the years, some of my hardest conversation have been talking to employees who will need an operation, or others that have a medical condition without any leave to cover the needed time off. These employees find themselves in situations with no means to support themselves and their families because they used all their leave year after year. Most employees try to save as many hours as they can. It is the best way to avoid these troubling situations. Please understand in no way am I suggesting that people should come to work sick. I would never want employees who are ill or hurt to hesitate to use these hard fought for benefits. I am just asking you to protect yourself regarding unscheduled leave. Constant unscheduled absences and tardiness puts a target on your back. Absences make managements job harder. If you make it hard on them, they will make it hard on you. It also causes overtime for the working carriers who need to pick up the extra work. Absenteeism is a major issue for many business's today. Please if your scheduled to work do your best to be there on time. It will save you lots of headaches and hard choices if you really need the time in the future.

Finally, I want to invite everyone to become more involved in our branch. We are a very active branch and have many jobs to be done. There are many rewards and opportunities to be had if you educate yourself and join your brothers and sisters in our fight. We always try to make things a family atmosphere. I read this saying today and thought it to be appropriate, "If you're not helping to make things right, then stop complaining about it being wrong". Read union literature, attend branch meetings and volunteer to help your fellow brothers and sisters.

Enjoy the rest of the summer,

Stay hydrated, safe and take care of each other!

Sincerely,

Fred Ranalli

Joint Statement on Violence and Behavior in the Workplace

Origin of the statement

NALC, other postal unions, the Postal Service and three postal supervisors' organizations created and signed the Joint Statement on Violence and Behavior in the Workplace in Feb. 1992. They drafted the statement at a meeting

held in the wake of tragic shootings of postal workers in Royal Oak, MI, in Nov. 1991. In the statement, the organizations committed to dignity, respect and fairness for all postal employees as a fundamental human right. They also promised to rid USPS of the harassing, intimidating and abusive behavior that can lead to workplace violence, and they promised to deny rewards to those who violated that right and to remove repeat offenders from the Postal Service.

Six months later, the same parties issued a second joint statement, committing to continue their dialogue and pursue the first statement's mandate of a safer, more harmonious and productive workplace.

- Joint Statement on Violence, Feb. 14, 1992. The initial, groundbreaking statement signed by USPS, NALC and several other postal organizations. M-01242
- Supplemental Joint Statement on Violence. Supplemental statement issued in 1992. M-01243

Enforcement—The Snow award

In 1996, National Arbitrator Carlton Snow declared that the Joint Statement was a binding contractual obligation that NALC may enforce through the grievance procedure. Snow empowered regional arbitrators to enforce the statement and issue remedies against postal supervisors who violate it:

"[T]he Joint Statement on Violence and Behavior in the Workplace constitutes a contractually enforceable bargain. The grievance procedure of the National Agreement may be used to enforce the parties' bargain, and arbitrators have available to them the flexibility found in arbitral jurisprudence when it comes to formulating remedies, including removing a supervisor from his or her administrative duties." (Q90N-4F-C 94024977, Aug. 16, 1996)

C-15697

Following Snow's landmark award, regional arbitrators have enforced the Joint Statement against postal supervisors where NALC has presented strong evidence of violent, abusive, harassing or threatening behavior. They have ordered supervisors to apologize, to get training or to be transferred from any position involving supervision of letter carriers. More recently, regional arbitrators have ordered USPS to remove a postmaster and to demote a supervisor and deny him promotions or raises for five years. Unfortunately, the Postal Service challenged these arbitration decisions in federal court. NALC opposes any moves to vacate valid arbitration awards or to undermine enforcement of the Joint Statement.

thanks nalc.org

Would ya like to get the NALCASTER?

The fallowing list of names are missing from the mailing list... if you work with any of these folks, please ask them to contact Brad Snyder @ 7174050124. shoot me a text with your name and address and you'll be on the list to receive a newsletter. Thanks

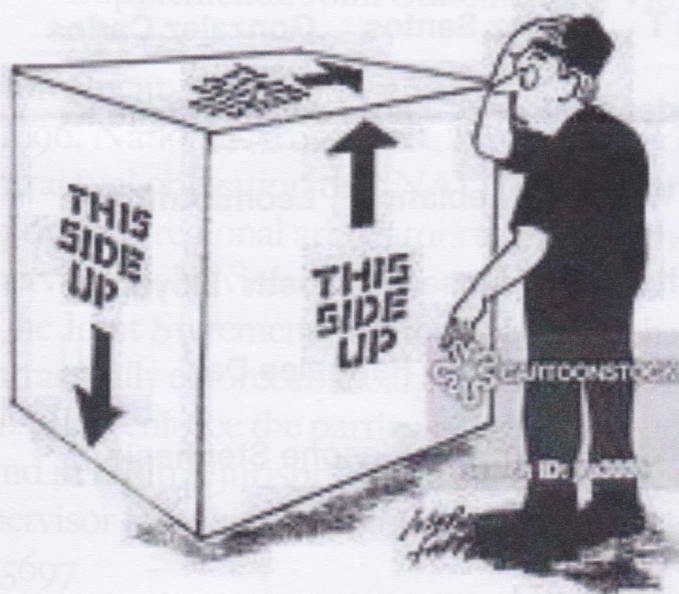
Almodovar Kevin	Almodovar Patrick	Althouse Alexa	Aponte M	
Beebe Elizabeth	Bennicoff Ethan	Biondo Rachel	Birch Thomas	
Bradley Brian	Brown Sydney	Buffim Rich	Burns Chris	
Cadena A	Castro W	Chacon Fred	Cheveres B	Colalanni Tony
Colon Cruz Jose	Correa Rosario J	Cruz R	Dalley Albert	
Delarosa Erik	Deasis Randall	Delarosa N Esser H	Faust T	Filpo Juan
Fletcher R	Gallardo Randy	Golden T	Gomez Santos	Gonzalez Carlos
Grab Richard	Hafer L	Hernandez S	Iezzi Jesse	Infante K
Jackson Marcus	Jamie A	Landis William	Leblanc J	Leonti Anthony
Maniaci G	Mccarthy Wesley	Mccutcheon J	Moser Elizabeth	Moyer T
Mukhtarzada A	Neubauer Ben	NG Carlos	Nieves K	Parmelee Dan
Parr Jessica	Perez Anna	Pham Kevin	Piccone Stephanie	
Pishock Chris	Ramirez J	Riegel R	Rivera R	
Rodriguez Awilda	Rosario Dan	Ruth J	Sabol Alicia	
Santiago K	Schlouch Jim	Schell J	Sellers D	Shaak D
Shaak Joelle	Sims-Mosley Montana	Smith Ryan	Speakman Sandra	
Spina E	Staton Aida	Stephens Kevin	Tavarez R	Tonkinson Pam
Torres Naomi	Torres Oscar	Tucker M	Urieta J	Vargas Vargass J
Vega Dave	Welch Tom	White Jason	White T	Zeigler K

Dog Bite Prevention

Dog Bite Facts:

- Each year, more than 4.5 million people in the U.S. are bitten by dogs.
- Almost 1 in 5 people bitten by dogs/foxes require medical attention.
- Every year, more than 800,000 Americans receive medical attention for dog bites; at least half of them are children.
- Children are, by far, the most common victims of dog bites and are far more likely to be severely injured.
- Most dog bites affecting young children occur during everyday activities and while interacting with familiar dogs.
- Senior citizens are the second most common dog bite victims.

There are many things you can do to avoid dog bites, ranging from **properly training and socializing your pet** to **educating your children** and yourself about how - or whether - to approach a dog. Information and education are the best solutions for this public health crisis.



Number 19 and 20 got
into a fight...
21.

The best way to not
feel hopeless is to
get up and do
something. Don't
wait for good things
to happen to you. If
you go out and make
some good things
happen, you will fill
the world with hope,
you will fill yourself
with hope.

Barrack Obama



Customer connect is an ongoing program in our everyday delivery that we need to continue to promote. As carriers within the USPS, we have that one on one relationship with customers compared to UPS or FedEx. We see those same people on a daily basis 5 to 7 times a week. As I stated before, this program is NALC and USPS united to bring new revenue/business into the Post Office.

Back in May, when I first started as District Customer Connect Coordinator we had 7 leads. That included Reading, Harrisburg, Allentown, Lancaster, York, Wilkes Barre and Scranton offices. About a week or so ago we had over 500 leads put in!!! Some of the

leads put in will generate over \$700,000 total of new business. That includes parcels, EDDM, and direct mailing. Every little bit counts towards us providing the best customer service out there. We need to continue in working together to keep this program alive and providing job security for years to come.

It's a simple 2 minute conversation to have with a customer. As in "I see UPS or FedEx is picking up here more than USPS, I could have someone call you and compare prices. I am sure we can save you money!!" Who doesn't like to save money??? We just want to be competitive, save a customer money, and provide excellent customer service.

Every office should have lead cards and every carrier should have at least one on them at all times while delivering. You see a UPS or FedEx truck at a business or home, dropping off or picking up, that is your lead. Not sure what to say, contact me personally, and either I will talk to them or have management. This isn't only about our jobs as carriers but also the future of our retirement, clerks, drivers, and especially management.

As many of you heard FedEx is going to 7 day delivery in January of 2020. Amazon is building a warehouse in Elizabethtown and is already looking for "Package Delivery Associate". On a positive note, UPS announced this week that in January, USPS will be delivering their parcels on a Sunday.

We need to continue to provide excellent customer service on a daily basis, be on the lookout for new business in our community, and work together to the best of our ability to keep USPS growing and on the right track for the future of the Post Office.

"Coming together is a beginning. Keeping together is progress. Working together is success." ~Jojo

**Health insurance- check
car insurance- check
life insurance- check
Job Insurance???**

**If your not in the letter carrier
political fund, you should be!**

**This is official announcement Branch 258 by -laws
committee has proposed by- law changes for the
branch. A reading of the proposed by laws will be
read at the August 2019 regular monthly union
meeting. A vote on the proposed by law changes will
take place at the September 2019 regular union
meeting.**

**By Law Proposed Changes may include a
combination of new, deleted or change of current
by- law language.**

Article II - Membership Section 2

Article IV – Officers Section 1-

Article V –Elections Section 6

Article VI- Duties of Officers Sections 4- 10

Section 12

Article VIII- Sick Relief Sections 1-3

Article XI- Appeals Section 2

Article XII Section 4 Section 7

Section XV- Order of Business

NALC Branch 258 Picnic

Sunday, September 8th

12:00 p.m. to 4:00 p.m.

Cost is \$5.00 per person

(10 years old and over – members only)

Price includes main course. Bring side dish to share.

Water and soda included. BYOB

Cacoosing Meadows Park

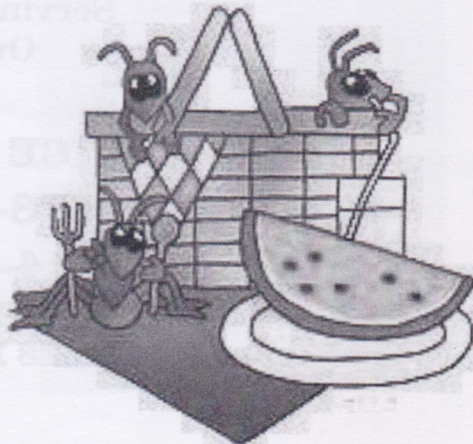
(1049 Reedy Rd., Sinking Spring)

MDA Sporting Event

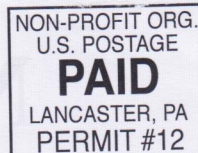
Raffles ~ 50/50

Activities for all ages

Deadline to sign up and payment due Sept. 1st



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



Andy Gelsinger
441 S 6th St
Reading PA 19602-2410

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VISIONS

FEDERAL CREDIT UNION

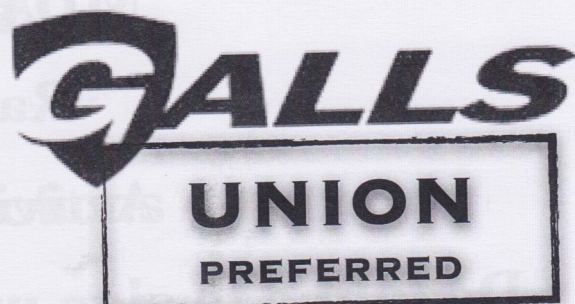
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