

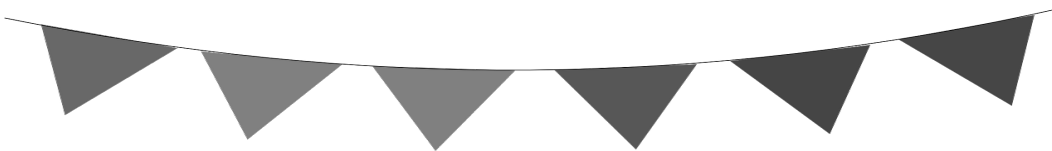
NALCASTER

NATIONAL ASSOCIATION OF LETTER CARRIERS

Pagoda Branch 258

READING, PA.

August 10, 2022



N.A.L.C. PAGODA BRANCH 258 READING PA OFFICERS 2021

<u>Officer</u>	<u>Name</u>	<u>Telephone</u>
President	Fred Ranalli, Jr	610-406-1131
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
HBR MBA OWCP	Bill Lodek	610-914-1253
AFL-CIO	Sharon Unger	484-797-2220
Sergeant at Arms	Ed Gensemer	484-638-3067
NALCaster Editor	Andy Gelsinger	610-413-8158
Director of Archives	Andy Gelsinger	610-413-8158



SHOP STEWARDS

<u>Zone</u>	<u>Steward</u>	<u>Telephone</u>
19601	Darryl Shaak	484-219-7034
19604-05	Juan Munoz	610-373-8201
19606-02	Dave Dry	484-797-7906
19607	Mark Swarmer	610-856-1662
19608-09	Paul Purcell	610-451-0244
19610-11	Dave Dry	484-797-7906
19508	Rich McDonough	484-955-4267
19518	Russell Jackson	484-995-5874
19526	Chelsee Berger	570-516-0588
19522	Steve Fenstermacher	484-201-0193
19530	Tim Fisher	610-207-0204
19540	Jessica Mountz	610-914-9843
19551	Rich McDonough	484-955-4267
19555	Robert Oswald	610-451-5114
19560	Terry Stefansky	610-781-3221
19565	Kim Brunner	610-763-1674
19567	Robert Clark	610-589-1469

CONTACTING US

Visit us at: 1251 Front St. Reading, PA 19601
 Write us at: PO Box 12584 Reading, PA 19612
 View our website at www.nalc258.com
 Join our NALC Branch 258 Facebook page

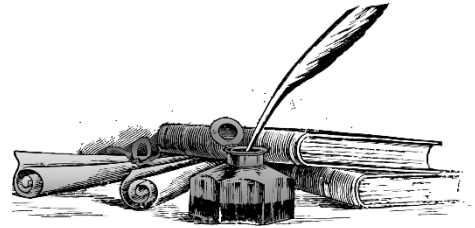
COMMITTEE CHAIRS

Step A designee	Jason Taylor	570-617-1124
Assoc. Off. Grievances		
	Rich McDonough	484-955-4267
Labor Management Team		
	Fred Ranalli Jr.	610-406-1131
	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	Juan Munoz	610-373-8201
Dir. of Retirees	Jerome Kern	484-256-4906

Many thanks to Bill Lodek, Roy Kline, Jason Taylor, Paul Purcell, and, as always, Branch President Fred Ranalli for contributing material for this issue. Please remember that this newsletter is for the Branch and by the Branch, and contributions can be submitted to the editor at any time.

Letter from the Editor

Recently, Reading has attracted the attention of both the NALC and management at the national level for two distinct reasons. Unfortunately, both of these reasons, I'm sorry to report, are a result of negative circumstances. The first is that Reading has been selected as one of 22 sites in the nation who are so severely understaffed that new employees can, for a limited time, be hired directly into career PTF positions. The second is that Reading recently forwarded over 500 grievances for step B adjudication, prompting a response of sending a national troubleshooter to meet with the NALC 12 business agent and representatives of Branch 258 to develop a plan to resolve these issues. This happened after management agreed to settle a large batch of grievances in March (but had not followed through on paying the carriers). Anyone that looks around at the empty cases each morning can guess that the vast majority of these grievances have resulted from inappropriate forcing of non-OTDL carriers.



Don't get me wrong, these two issues are certainly related – there are many, even most days where the staffing shortage has made forcing necessary. However, for a very long time, management has not followed the rules for forcing properly, and has not even tried to do so. It is as if, no matter how many times they want to give a lip-service thank you for coming in, the understanding that the vast majority of carriers will be working hours against their will just isn't there. Instead, most of the time, when faced with the choice of taking responsible and constructive action, management has instead resorted to the tired old lines of blame, thereby absolving themselves from doing – well, anything. As recently as during the aforementioned high level meetings, the District Manager tried to trot out the old “there is too much absenteeism” excuse. These carriers just don't want to work. The general public just doesn't want a job right now, and on and on – can you just see him throwing up his hands in melodramatic exasperation? Can you see the disingenuousness, the contempt?

Now, we have a new postmaster. From speaking with Branch President Fred Ranalli, I am told that our new postmaster wants to take the initiative in doing what is necessary to fix Reading – aggressive hiring goals (including a focus on retention), contract compliance, open communication with employees and the Union, to name a few. I have no reason not to believe what Fred tells me (or, for that matter, anything that Fred has ever told me). All of us have seen behaviors in the past few weeks that have been consistent with these initiatives, such as being asked to refer potential new employees to apply for positions.

In my mind, the achievement of these goals, and any lasting impact on Reading, boils down to one thing – can the management culture truly change for Reading? You do not get a thousand grievances over a 36 month period because of a bad egg. You do not establish a dreadful record of both hiring and retention because of one hardcase. This has resulted from a systemic practice which has negatively impacted our workforce for years, even before covid, even before the time without a postmaster, even before the previous postmaster.

So, does this postmaster really know the scope of the task that he has laid out before himself? If he does not, he will find out soon. More importantly, does he have the will, the patience, the discernment, the fortitude, and the integrity to follow this task through its course? I hope so. I hope so for all of us.

Upcoming Events

August 10 – *cancelled* Regular Branch Meeting (due to national convention)

August 18 – Retiree breakfast

August 28 – Labor Council Golf Tournament

September 5 – Labor Day Holiday

September 7 – Executive board meeting

September 7 – NEW scholarship application deadline

September 14 – Regular Branch meeting

September 15 – Retiree breakfast

October 5 – Executive board meeting

October 10 – Columbus Day Holiday

October 10 – USPS Golf Tournament



This is official notice to the members of NALC Branch 258 Reading, Pa, that nominations for the following:

President, Vice President, Secretary, Treasurer, 1 Trustee (3 year term), Sergeant at Arms, Health Plan Rep, Labor Council Rep, Director of Communications

will take place at the regular branch meeting to be held on October 12, 2022 at 7:30 PM, at the United Steelworkers Union Hall 1251 N. Front St Reading, Pa 19601.

Those who wish to be nominated must be a member in good standing, 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 that an election is necessary, such election will take place at the regular branch meeting to be held on November 9, 2022 at the United Steelworkers Union Hall.

Paul Purcell,
Secretary Branch 258

Our project to compile, and keep up to date, a master email and best phone list of the membership is ongoing. To add your information, please contact Andy Gelsinger at 610-413-8158 (text) or slice710@aol.com (email), Ed Gensemer at caddy1217@aol.com (email)), or pass the info through any shop steward or board member. You can also use the sample form in this issue to mail your information

Simple Form Which Can Be Used to Send in Your
Contact Information

Name _____

Email _____

Best Phone# _____

President's Message

In June, a new postmaster arrived in Reading. His name is Al Tariq Franklin. He has told us he started as a carrier in NJ and has worked in management there for many years. Reading was without a postmaster for more than seven months. From the first day I met him, I felt optimistic that things were going to get better here. Several carriers have pointed out to me they noticed his professionalism. I have committed to working together with him to make it better for every letter carrier in our branch.

NBA Brian Thompson, along with an Area Labor Troubleshooter, the District Manager, District Labor Head, Al Franklin, Richie McDonough and I held a meeting to discuss all our issues. Several meetings have come out of that meeting that led us to believe our issues will finally be addressed. Weekly meetings will track our progress. Joint contract training has taken place and I know Al has stressed to his management team that we all need to work together as a team to make things right. There is a lot of work to be done but we have done it before and I know we can do it again.

It surely has been a crazy two years for letter carriers. At the start of the pandemic we faced uncertainty, loss of business and many new work rules. Letter carriers all across our country stepped up and continued delivering our nation's mail while putting themselves and their families at risk of contracting this sometimes deadly disease. Our biggest casualty has been our workforce shortage. To my knowledge we have never faced a degraded workforce as severe as now. Ninety five percent of our issues over the past two years can be attributed to not having enough carriers to complete the work. People have retired, sick leave grew, and carriers that are being forced to work outrageous hours have persevered for way too long. With our inability to hire and retain new employees along with the hundreds of contract disputes, the National parties have agreed to hire career employees (PTF) instead of CCA's in Reading. A higher starting wage along with leave, health benefits, retirement and all the benefits of being a career employee hopefully will lure more candidates. Although we feel this decision took too long, I am now optimistic that we can put the worker shortage in the past. Postmaster Franklin and myself visited the Reading stations and urged all of you to spread the word to anyone who was interested in a career with the USPS. At a meeting last week, Al told me that we have 23 applicants. Hopefully that number will grow. It is unbelievable to me that we are having so much trouble hiring employees. Most of you remember taking a test with hundreds of applicants that took place over several days. Please, if you know anyone in need of a career tell them to check out the USPS website and apply.

We should all look at our present situation as an opportunity to make the USPS in Reading a place where employees want to work. With the short time I have corresponded with Al, I believe we both feel the same way. I ask that all

of you try to help each other and especially any new hires in whatever way you are able. All of us have so much to gain by working as a team and by having a well-trained and proficient workforce. As I have stated many times, I was always proud and felt very fortunate to be a letter carrier. It's a great career with plenty of opportunities in the union to grow as a better person. Helping others who cannot help themselves is one of those things. Our branch has always come through when someone or something needs to be done.

This leads me to again stress to all of you long and short time union members the need for more of you to have greater involvement in our branch. Right now we need new members to get trained and experience helping with many of the jobs we are faced with. Officers, stewards, trainers and many other branch positions need to be filled to keep it moving forward. We are willing to train any new volunteers. We are working on setting up a steward's training in the near future for anyone interested in getting more involved or just learning more about their job. We will spread the word when we have the meeting set up. Every current union representative started somewhere and learned by working with more experienced brothers and sisters. Look around, we are getting older and some are very close to retirement. All of us have but one vote; get involved, have your voice heard and maybe you will grow into a branch leader in the future of Branch 258.

Sincerely,

Fred Ranalli

Nalcaster Now Available Via Email

In order to compensate for service delays which have occasionally caused late delivery of your Nalcaster, I am making PDF copies available via email to anyone that requests it. Simply let me know your desire for me to email it to you, and the email address where you wish to receive it. Your paper copy will continue to be mailed as always. In addition, Nalcasters will be posted on the Branch website, www.nalc258.com.

Pamela Heyman, MS, LPC

EAP District Consultant

Tel (610) 688-2180

pheyman@ndbh.com

1-800-EAP4YOU (1-800-327-4968)

TTY: 1-877-492-7341

www.EAP4YOU.com

You can call the EAP or go to the website 24 hours a day for information and help.

ECOMP is the system currently used by the Department of Labor to establish, track, and obtain information for workers comp cases. If you are hurt on the job, the DOL will use this system for your claim. It is highly recommended that all carriers establish an account in the ECOMP system now, so that if an injury occurs in the future, your claim can be started quickly and easily, without any added delays in approval or payment. Paperwork can be filled out and filed on your smartphone immediately after an incident. As always, we strongly recommend that you contact workers comp rep Bill Lodek and/or a shop steward immediately if injured.

Filing a CA-1 in ECOMP

After signing into ECOMP with your email address and password, your Employee Dashboard will be displayed, which lists all forms you have filed in ECOMP.

To begin, click the button "Get Started - File a Form"

Information about filing a claim on form CA-1 or CA-2 will be displayed. Click "File a CA-1 or CA- 2" to proceed.

Information about Forms CA-1 and CA-2 will be displayed. To file a CA-1 to claim a traumatic injury, click "Select & Continue."

Your name will be pre-populated from your ECOMP account. Your email address from your account will also be displayed. This will be used to advise you of the status of your claim and send communications such as information on the dangers of opioid medications or other relevant topics.

Enter your social security number (SSN) and confirm it. The SSN you enter must match the SSN of record for your ECOMP account.

Enter your date of birth, sex, home telephone number, grade and step as of the date of injury, home mailing address and dependent information. Notice that ECOMP defaults to "None" so be sure to update this item if you do have dependents. Your supervisor's email address will be pre-populated from your ECOMP account, but may be changed if needed.

Next, provide the place where the injury occurred. Also provide the date and time the injury occurred, as well as your occupation; City Letter Carrier. Describe the cause of injury and the nature of injury, with as much detail as possible.

Next, if there was a witness to your injury you may enter his or her name and address. This step is optional and may be skipped if there was no witness. If you have a statement from a witness, you may enter the date of the statement and then electronically upload it in the next step.

Next, you may upload any attachments that you wish to submit in support of your claim, such as statements by you or any witnesses, or medical reports. Click "Choose a File" to select documents saved on your computer. Please note that medical bills and reimbursement claims may not be uploaded via ECOMP.

Also note that you may upload supporting documents at a later time from the ECOMP home page if your claim is submitted to OWCP and assigned a claim number.

Finally, a summary of the information you have entered for the CA-1 form is displayed. If changes are needed to any of the fields, you may click "Edit" to return to the portion of the form needing changes.

You must then indicate whether you want to claim either Continuation of Pay or Sick and/or Annual leave, for any disability resulting from your injury. After making your selection and reading the displayed certification and authorization statements, click "Sign and File" to submit your claim. You must agree with the displayed statement to proceed.

A confirmation message will then be displayed notifying you that your claim has been forwarded to your supervisor for review. The ECOMP Control Number (ECN) which has been assigned to your claim is also displayed. You may use this number to track status of your claim. You should also view and save a PDF copy of your CA-1 using the "View" or "Get PDF" buttons.

An email message will be sent to your supervisor by ECOMP advising that your claim requires review. After your supervisor has reviewed the claim, it will be forwarded to the ECOMP Agency Reviewer (AR) at your district injury compensation office. The AR will perform a final review of the claim and forward it to OWCP for creation of a case as needed.

The AR will also print the form and contact you and your supervisor to obtain your signatures on the form. The CA-1 form, with original signatures, will be filed in the district injury compensation (HRM) office.

If your injury did not result in lost time from work or any medical expense, or first aid treatment only, your claim will not be submitted to OWCP for creation of a case. Rather, it will be maintained in ECOMP, and may be reactivated by your AR for submission if you incur lost time or medical expense at a later date.

If your claim is submitted to OWCP, you will receive an email from ECOMP once the case has been created which contains your case file number.

You may view a list of all forms you have submitted via ECOMP and their status by visiting your ECOMP Employee Dashboard.

A claim which has been filed but has not yet been submitted to OWCP may be withdrawn by locating it in the list of forms and clicking the "Withdraw Claim" button under "More."

If you need to leave ECOMP in the middle of filing a claim, the form will be maintained in a draft status for one week. After that point, it will be deleted from the system and you will need to start over with a new claim form. A claim which is still in draft status may be deleted by locating it in the list of forms and clicking the "Delete Claim" button.

Always consult with your NALC branch OWCP specialist or national business agent's office before withdrawing or deleting a claim

THE WILLIAM BECK & ROBERT BEAR SCHOLARSHIP AWARDS

Editor's Note: please be aware that the deadline, and the award amounts, have been changed

Local 258 National Association of Letter Carriers has established two scholarship awards, \$500.00 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 2022.

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 2022 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 September 2022 Union meeting.

The Beck and Bear Scholarship Award Committee must receive your completed application and acceptance letter by September 7th, 2022. Please mail to:

William Beck & Robert Bear 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: _____

USPS Golf Tournament

October 10, 2022, Manor Golf Course

- 8:30 AM Shotgun Start
- \$50 Per Golfer
- Includes: Greens Fee, Cart, Food & Drinks
- Prizes for: All Par 3's, Longest Drive, Winning Team and More!!!
- Deadline for Paid Sign-ups is September 30, 2022



Contacts:

Bonnie Nally 484-721-5693

Roy Kline 484-336-8263

John Gaenzle 610-781-4943

Rich Power 610-217-6387

Jerome Kern 484-256-4906

Door Prizes Still Being Sought

The Berks Labor Council annual golf tournament is being held on August 28. Branch 258 is sponsoring two foursomes for this fun event. While participation sign ups are now closed, contributions of door prize items for the event are still being requested and gratefully accepted. If you have a door prize to contribute, please contact Branch Labor Council Representative Sharon Unger as soon as possible. Thank you.

About Our Members

We would like to recognize...

Branch 258 is grateful to receive a generous donation from retired carrier Patsy Potuto; Patsy has consistently supported the Adopt-a-Family program over the years, and this year he has taken this a step further by enabling us to not only support families at Christmas time, but to also raise the award amounts for the Beck and Bear scholarships, benefitting young adult children of our own Branch members. Thank you Patsy, for all that you do and all that you've done!



The following carriers have completed years on the seniority list* since the publication date of our last newsletter:

Jon Steiger 32 years; Christopher Feist – 28 years; Christian Kulpcavage, 28 years; Raymond Knoll, 28 years; Stephen Lightner, 28 years; Mike Arroyo – 28 years; Tim White – 28 years; Terry Stefanski – 27 years; George Kurowski, 25 years; Rodney Schaeffer – 23 years; Tim Singleton – 23 years; John Watycha, 22 years; Sandra Betz, 22 years; Lose Velazquez, 18 years; Richard Power, 18 years; Janice Ciesla, 15 years; Marlon Bowen, 15 years; Marcy Cirulli, 15 years; Shawn Paffhousen, 14 years; Thomas Sauer, 14 years; Allen Unger, 9 years; Elizabeth Moser – 8 years; Jill Pluta – 6 years; Katherine Nieves, 6 years; Carlos Ng Jr., 6 years; Jason White, 6 years; Stephanie Piccone, 5 years; Thomas Birch, 4 years; Jair Ramirez, 4 years; Anthony Leonti, 3 years; Alejandro Cadena, 3 years; Brian Bradley, 3 years; Richard Grab, 3 years; Kevin Pham, 3 years; Wesley McCarthy, 3 years; Mychal Tucker, 3 years; Jahaira Paris, 1 year; Adrian Pun, 1 year; Victor Colon, 1 year; Carlos Avila-Chavez, 1 year; Kevin Kocher, 1 year; Anthony Genett, 1 year

*list is taken directly from the Reading installation seniority report, and reflects time since entered into full time carrier appointment in the Reading area, and from lists supplied to me of carrier seniority in Branch 258 AO's; it does not reflect time before transferring or before career carrier appointment; any errors that of inclusion or omission can be given to the editor at any time and will gladly be corrected

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



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. Members of NALC may use any items in this newsletter, just inform your readers of the source.



Serving US Postal Service
Over 55 Years!

Janice Ranalli
610-678-2512 Home/Fax
610-914-8436