



Box 126
5301 TACONY STREET
PHILADELPHIA, PA 19137

National Postal Mail Handlers Watchmen, Messengers, and Group Leaders LOCAL #308 - AFL-CIO

DIVISION OF LABORERS' INTERNATIONAL UNION

Tel. 215-537-8220 (FAX) 215-537-8228

MINUTES

NATIONAL POSTAL MAIL HANDLERS UNION LOCAL 308'S EXECUTIVE COUNCIL MEETING 9/21/17

Local Union Council Members Present:

John Gibson
Mike Mohan
Mike Rembelinsky
Brian Carson

Nick Campellone
Brian Clark
Joe Zelenenki
Sean Craig

Shelby Root
Chris Lee
Bob Glycenfer
Daryl DeVita

-Council meeting called to order at 10:07 a.m. Meeting began with the pledge of allegiance.

-Brother Gibson welcomed new Council members.

-Brother Gibson distributed copies of the President's report which he then read to the Council.
Items of note contained in the report:

-The priority of this Local Union is and always will be the protection of our rights as members of the NPMHU. Since Council last met, Local continues to provide support to both elected and appointed representatives in our efforts to deliver the level of representation our members deserve. While we remain committed to challenging all contractual transgressions through the grievance procedure, we continue to pursue our collective agenda. Providing training and guidance to the representatives who actually file those grievances has been a cornerstone of this administration and we anticipate expanding those efforts. As such, three(3) additional training seminars will occur before year's end with the goal of an even more aggressive training regimen in 2018.

-Defending the rights of mail handlers through educating/training the Local's representatives is just one way of demonstrating our commitment to "pushing back" against USPS management. Over the last twelve(12) months we have resolved and/or advocated hundreds of grievances

throughout the three(3) districts under Local 308's jurisdiction. The Local's posture is aggressive and we aim to keep it that way. The most recent open case report, excluding jurisdictional disputes sees 137 grievances pending arbitration, with many more awaiting a Step 3 meeting. This Local will continue to manage member resources in a manner which ensures that we can, and will challenge the employer whenever and wherever the need arises.

-Council members are well aware of the ill conceived F-1 scheduler and its impact across the country and within Local 308. The level of incompetence demonstrated by management in its implementation of this program is almost inconceivable. Unfortunately, it is a reality and our response to the Services attack on career mail handlers duty assignments must be meticulous and sustained. The challenge of arguing each and every reversion and/or abolishment is difficult but a necessity. The Trenton P &DC has had some success and has recently re-established abolished duty assignments, returning affected mail handlers back into those duty assignments. We anticipate similar results for the South Jersey P&DC as well as the Philadelphia P&DC.

-Recent grievance success also includes a decision rendered by Arbitrator Owens out of our Harrisburg facility regarding the sit/stand stools. Great work by both the steward of record, Brian Carson and Advocate Shelby Root led to this award. Congratulations gentlemen on a job well done.

-Currently there are no impacts to the bargaining unit anywhere within the Local and it is not under withholding. While the Scranton facility has not been removed from the AMP list, there has been no notice of the intent by the Service to go forward with consolidation. This situation will continue to be monitored.

-Directly related to the Service's threats of closings/consolidations as well as efforts to reduce costs is postal legislative reform. As previously reported, representatives of Local 308 attended the biennial Legislative Conference earlier this year. Along with representatives from across the country we visited members of Congress to encourage support for HR 756 and HR 760. While both bills enjoy bipartisan support, the current climate on Capitol Hill makes passing any legislation, difficult at best. Nevertheless, we continue to press for legislative relief.

-As the National office continues to pursue a "global jurisdictional settlement", the Local continues to push for jurisdictional hearing dates for outstanding disputes. One of note is the Swedesboro case that the employer continues to delay, claiming they have no qualified advocates to hear the matter. Despite the Services delays, we continue to lobby for our day in court on this matter. In addition, there are active disputes in the Camden facility, the Delaware re-shipper annex, as well as the Philadelphia NDC, the Norristown Tri-county office and elsewhere.

-The challenge on the staffing profile in the Reading office awaits a hearing date and a Williamsport site review is planned for the end of October.

-Communicating with the membership of this Local is a critical component of representation. Local 308 continues to provide information in a variety of ways, including the Local's newsletter, web site and regular informational bulletins. The Local has expanded the number of social events to six(6) events annually with the idea that they will continue to improve. Councils efforts to keep the membership informed has room to improve and we encourage Council members to support these efforts by submitting articles and postings for publication.

-Since Council last convened, an election of Local Union Officers has been conducted and a replacement has been appointed for the vacated Trenton Branch President position.(Brother Daryl DeVita) As such, Council now has three(3) new members.

-As previously reported 2016 came with a hefty price tag as the Local experienced a once in a lifetime expense of multiple election cycles and two(2) national conventions in short succession. Through discipline and foresight the Local's leadership prepared for the known expenses that 2016 presented. As such, Local 308 faced these challenges and came through relatively unscathed. While managing resources for the known is the obvious course of action, planning for the unexpected is also required. While Local 308 currently enjoys membership levels at some of the highest rates nationally there is still opportunity to increase membership enrollment. To this end, a membership drive has been planned to encourage the long term "cheap-skates" to join.

-The current state of the Local is good and it has never been better positioned to fully represent the membership. However, our work is not complete as we prepare for the unexpected challenges we will inevitably face. Revenue equals representation and the way in which the Local commits its resources is critical to the representation we ultimately provide.

-Council discussed at length issues that have come up within their respective installations as a result of the F-1 scheduler.

-Brother Campellone asked if there in any new information concerning Function 4 studies. Brother Rembelinsky informed Council that one(F-4 study) had just been completed in Lindbergh which showed a need for additional Mail Handler Assistants. (MHA's) Brother Campellone stated that the Camden facility has dropped below their complement and as such a position is needed. There is an ongoing issue with combining work hours within installations and the USPS inability to separate mail handler work hours from clerk work hours. Brother Campellone sent a letter to Kevin Fletcher at National CAD office. Brother Gibson suggested in the future that he send an e mail to garner a response.

-Question on the Delaware reshipper annex came up. Brother Gibson explained to the Council that PSE's have been observed performing mail handler work at that facility. A dispute challenging this has already been filed.

-Brother Mohan then gave his report which started with a review of the end of 2nd quarter 2017 financial report. He then reviewed the following items and then opened floor to questions.

-Tax payments; April, June and September

-LIUNA payments; June, July and August

-Training costs(new stewards, new contract, upcoming training to include FMLA, Defense to Discipline and Advocacy training)

-cost of last year's Council meeting

-cost of Executive Board meetings in 2017(3 thus far)

-newsletter; includes costs of printing and postage

-member events(bowling party , picnic's)

-election costs

-swearing in ceremony

-arbitration costs for 2017

-SAMLU meeting

-Legislative Conference

-balances for savings and checking accounts along with CD status(interest earned thus far)

-IRS refund

-membership numbers, 2113 paid members for a 92.79% membership percentage

-Brother Carson asked about comparing the costs of holding Council meetings at Union HQ as opposed to in Atlantic City. Brother Mohan estimates the savings last year at approximately \$8000.00. Council discussed the cost benefit ratio associated with the camaraderie associated from Council meetings being held in Atlantic City versus holding the meetings at Union HQ. Brother Mohan spoke about the evolution of the viability of the Atlantic City -vs- Union HQ Council meetings.

-Brother Gibson opened discussions on "revenue streams" for Locals which consists of; dues and monies derived from the Mail Handler Benefit plan. Brother Gibson explained to Council the issues surrounding certifying MHBP for this open season. Ideally, Local would be able to survive without the revenue generated from the MHBP.

-Brother Gibson then opened discussions on the process of By Law Amendments. Some items submitted were for discussion as opposed to actual amendments. As there were three(3) new Council members, Brother Gibson went into detail on the difference between modifying existing language as opposed to introducing a new element. I.E. 2/3rds(11 votes) requirement for modifying versus simple majority for adding a new element.

-By Law amendment proposals are in order received at the Local Headquarters.

-The following By Law amendment submissions came from Brother Craig;

ARTICLE 3

SECTION 3

CURRENT

Any member signing up a non-member shall be paid a bounty of \$25.00 once the new members name is reflected on the dues check off list. These new members will receive a free apron or a Local 308 T-shirt and a copy of the current National Agreement and a Constitution; any member who signs up ten(10) new members in a calendar year shall be awarded a light weight mail handler union jacket upon receipt of the tenth new member's completed Form 1187 at Union Headquarters and once the tenth new members name is reflected on the dues check off list. Local Union Council Members will not receive a salary for enlisting new members, as it is already a part of their regular salaried duties.

PROPOSED

Any member signing up a non-member shall be paid a bounty of \$25.00 once the new members name is reflected on the dues check off list. These new members will receive a free apron or a Local 308 T-shirt and a copy of the current National Agreement and a Constitution; any member who signs up ten(10) new members in a calendar year shall be awarded a light weight **Mail Handler Union** jacket upon receipt of the tenth new member's completed Form 1187 at Union Headquarters and once the tenth new members name is reflected on the dues check off list. Local Union Council Members will not receive a salary for enlisting new members, as it is already a part of their regular salaried duties. **Motion seconded by Brother Gibson, discussion ensued. Motion passed unanimously.**

ARTICLE 3

SECTION 3-A

CURRENT

(3-A) Local Membership Drive – will be conducted each year specified by the Local President. The salary will be increased to \$30.00, only during this period. Local Union Council Members will not receive a salary for enlisting new members, as it is already a part of their regular salaried duties.

PROPOSED

(3-A) Local Membership Drive – will be conducted each year specified by the Local President. The salary will be increased to ~~\$30.00~~ **\$50.00**, only during this period. Local Union Council Members will not receive a salary for enlisting new members, as it is already a part of their regular salaried duties. **Motion seconded by Brother Gibson, discussion ensued. Motion passed unanimously.**

-Council discussed the parameters of the membership drive, agreeing to the period of October 1, 2017 through December 31, 2017. Non member being signed up has to have been in a non-member status at least one(1) year to qualify signee for bounty.

-The following By Law amendment submissions came from Brother Campellone;

ARTICLE 3

SECTION 5

CURRENT

This Local Union will have multiple members' events during each calendar year. These events shall be held during various times throughout the year as determined by the Local Executive Board. These events will be scheduled in each geographical area of the Local. The three(3) geographic areas are identified as 1. Philadelphia/New Jersey/Delaware, 2. Harrisburg/Lancaster, 3. Lehigh Valley/Scranton. The Local Executive Board will determine the format and details of these events.

PROPOSED

This Local Union will have multiple members' events during each calendar year. These events shall be held during various times throughout the year as determined by the Local Executive Board. These events will be scheduled in each geographical area of the Local. The three(3) geographic areas are identified as 1. Philadelphia/New Jersey/Delaware, 2. Harrisburg/Lancaster, 3. Lehigh Valley/Scranton. The Local Executive Board will determine the format and details of these events. **All members who are detailed into any EAS position must return to the craft fourteen day prior to members' events. If not, shall not be permitted to attend. Motion seconded by Brother Carson, discussion ensued. Brother Gibson offered the following friendly amendment which was accepted by Brother Campellone. "No EAS personnel may attend these Union sanctioned social events, nor can "non-member" mail handlers attend as guests."Motion passed unanimously.**

ARTICLE 4

SECTION 8

COMPENSATION FOR UNION OFFICIALS

CURRENT

(8-J) These bylaws shall include the current salary of all elected union officials.

Local President:	\$101,337.08
Vice President:	\$ 11,910.34
Treasurer:	\$ 80,000.00
PA State Rep:	\$ 10,827.18
NJ State Rep:	\$ 10,827.18
DE State Rep	\$ 10,827.18
Recording Secretary:	\$ 10,827.18
Branch President:	\$ 7,261.54

PROPOSED

To increase the salary of Branch President from \$7,261.54 to \$8,000.00 per year. **Motion seconded by Brother Zelenenki, discussion ensued. Motion failed to achieve 2/3 votes requirement.**

Clarification was requested for the following items;

ARTICLE IV(7-A) Attendance at Union Functions

"Any Executive Board Member has a right to attend any function that has been sanctioned by Local 308. "

ARTICLE V section 1-C Unit Meetings part 2

"All members of this Local may participate at any unit meeting outside of their own branch with prior approval of the Local President..."

Question for definition

Is a Unit Meeting a sanctioned function? If not, can that be explained?

Is Article V section 1-C part 2 referring to the regular membership and not the Executive Board members?

I would like to hear a discussion on this issue to clarify whether or not an Executive Board Member can attend Unit Meetings outside their own branch, (with no expense to the Local).

-Brother Gibson explained that his view on the intent of "function" is social. I.E. Social event. That is what is meant by function in that context. In terms of social events, any Executive Board member is allowed to attend.. Branch meetings are not social events, they are official meetings of this Union so it's different. There's a distinction between them. Brother Gibson then referenced what occurs with 204B mail handlers and their prohibition on attending branch meetings yet they may attend functions such as a picnic. Brother Gibson reiterated that this is his interpretation of the By-Laws and believes that it has always been understood that a function is a social event. Brother Gibson further explained that the By Laws speak for themselves, Board members may attend Branch meetings with the approval of the Local President. Brother Gibson stated that under the Local Constitution he will determine if it will advance the interest of the membership to have a member of the Executive Board in attendance at Branch meetings. President Gibson has allowed Executive Board members in the past to attend Branch meetings for facilities not their own when he thought it appropriate. This practice will continue going forward. Council discussed the matter at length.

-Brother Campellone asked if it was improper to ask for a motion to define "function" under Article IV sec.7-A. Brother Gibson believes it is not properly before Council, as a motion on the matter was not made, clarification on the matter was requested and received.

-The following By Law amendment submissions came from Brother Mohan;

ARTICLE III

MEMBERSHIP

SECTION 1

CURRENT

Consistent with Article III, Section 3 of the Uniform Local Union Constitution (ULUC), individuals may obtain membership by submitting “an application for membership or a dues-deduction authorization form, and by making at least one full payment of dues.”

The current Dues for Local 308 members shall remain frozen until modified by the current Local Union Council in accordance with the Uniform Local Union Constitution Article VIII section 4.

PROPOSED

Consistent with Article III, Section 3 of the Uniform Local Union Constitution (ULUC), individuals may obtain membership by submitting “an application for membership or a dues-deduction authorization form, and by making at least one full payment of dues.”

The current Dues for Local 308 members shall be modified in accordance with the Uniform Local Union Constitution Article VIII Section 4. **Motion seconded by Brother Carson, discussion ensued. Motion passed unanimously.**

ARTICLE III

SECTION 4

CURRENT

In the event of a death of a Dues Paying Member/Retired Member, Spouse, Child, Sibling or Parent; a spray of flowers will be sent to the family, or be guided by the family’s request if information is received in the office on time. Donations to charitable organizations in the name of the deceased shall not exceed fifty (\$50) dollars.

PROPOSED

In the event of a death of a Dues Paying Member/Retired Member, Spouse, Child, Sibling or Parent; a spray of flowers will be sent to the family, or be guided by the family’s request if information is received in the office on time. Donations to charitable organizations in the name of the deceased shall not exceed **sixty (\$60) dollars.** **Motion seconded by Brother Craig, discussion ensued. Motion passed unanimously.**

-The following By Law amendment submissions came from Brother Carson;

ARTICLE IV

OFFICERS AND SHOP STEWARDS

SECTION 10

CURRENT

Meal Vouchers: If a Member of this Local works on official union business he or she shall be entitled to up to \$25.00 for meals for every four hours worked away from their regular reporting office or facility on Union business up to the maximum of \$50.00 for the day.

PROPOSED

Meal Vouchers: If a Member of this Local **performs** official union business **they** shall be entitled to up to **\$30.00** for meals, **up to a maximum of \$60.00 per day**, for every four hours worked away from their regular reporting office or facility **while conducting** Union business. **Motion seconded by Brother Campellone, discussion ensued. Motion passed unanimously.**

SECTION 11

CURRENT

The Local will make available shop steward badges for all shop stewards in Local 308.

PROPOSED

The Local will make available shop steward badges for all shop stewards in Local 308 **upon appointment. Motion seconded by Brother Campellone, discussion ensued. Motion failed.**

ARTICLE XII

BY-LAWS AMENDMENTS

SECTIONS 1

CURRENT

A.) All proposals must be sent to the National Postal Mail Handlers Union, Local 308 (A Division of Laborers International Union of North America, AFL-CIO), 117 Neshaminy Rd. Croydon Pa. 19021, for approval.

PROPOSED

BY-LAWS AMENDMENTS

SECTIONS 1

A.) All proposals must be sent to the National Postal Mail Handlers Union, Local 308 (A Division of Laborers International Union of North America, AFL-CIO), 117 Neshaminy Rd. Croydon PA. 19021 **via email, fax, or regular mail**, for approval. **Motion seconded by Brother Craig, discussion ensued. Motion passed unanimously.**

Also, I would like to discuss the following items at the upcoming Council meeting;

1. the establishment of a Local 308 scholarship fund
2. the creation of a Local 308 Facebook page, and
3. the ordering and selling of female color(s) Local 308 garments.

-on item 1;scholarship fund, Council discussed and consensus is that while the idea has merit there are concerns on the cost of said scholarship. In addition, who would be charged with selecting a scholarship winner. Until these concerns are addressed Council believes idea should be tabled for possible future development.

-on item 2; Facebook page. Council discussed and likes the idea. Any tool to assist with communicating with the membership is an asset will be put to use. Brothers Carson and Gibson will coordinate the creation of a Local 308 Facebook page.

-on item 3; Local 308 shirts for ladies. Council discussed and agreed to order some alternate colors. Brother Gibson is looking to judge the level of interest to determine color and amount of shirts to order. He has asked Council members to solicit their members for input.

-Brother Gibson informed Council that the Global RI-399 settlement is still being discussed at the National level. Council discussed the impact of such a settlement and its potential impact within the Local.

-Council then discussed the Winter Event. A Dinner dance is scheduled for Saturday January 27, 2018 in the Philadelphia area. National President Paul Hogrogian has been invited. Brother Gibson asked Brother Carson about a possible Central Pa event. Brother Carson is still attempting to arrange a Winter event in his area.

-Council discussed the lack of interest in becoming a shop steward in the Harrisburg facility. Council "brainstormed" ideas on provoking interest. New steward training is upcoming. Any facility with new stewards requiring training needs to provide names to Brother Gibson in order to be scheduled for training session.

- A retirement seminar with Federal Prep has been scheduled for South Jersey. Facilities need to post flyers and send the names of attendees to Barb.

-Brother Campellone opened discussions on Maggie Garcia. Brother Gibson said Council can discuss but the matter should be before the Executive Board. Council discussed what had occurred with Ms. Garcia.

-Upcoming training agenda for Local 308 is as follows.

FMLA/OWCP training scheduled for 10/12/17

Defense Against Discipline is scheduled for 11/16/17

Advocacy training is scheduled for 12/7/17

-2018 training agenda

-new stewards training

-CIM4, every office will get a hard copy, every steward will get a flash drive

-Council discussed the Williamsport site visit.(October 23-27) Operational window appears to be from 0300-1930. Team is performing a new observation in order to retreat mail handlers to the facility.

-Union membership drive is from October 1, 2017 through December 31, 2017. The increase in the bounty will be paid regardless of approval of By Laws by National President.

-Council discussed the Mail Handler Benefit Plan(MHBP). Brother Gibson discussed the importance of capturing new hires in Federal installations. State reps have been tasked with engaging HR people so we can be notified of new hires so we can discuss MHBP with them.

-Additional Items;

-grievance checklists discussion. Brother Gibson emphasized that they are a requirement for cases that have checklists available. Branch Presidents are charged with ensuring compliance.
-Council reviewed open case report.
-Brother Gibson outlined the process for how a case gets referred to "step 4". Council discussed scenarios for referral.
-Brother Campellone made a motion to adjourn. Motion seconded by Brother Zelenenki. Motion passed unanimously.

-Council reconvened on 9/22/17 at 10:12 a.m. All Council members were present. Council stood for the Pledge of Allegiance.

-Council viewed the plaque for Brother Bahrle which will be sent to him as he was unable to attend Council. Plaque thanks Brother Bahrle for his long years of Service to the mail handlers of Local 308.

-Brother Gibson distributed Article 12 review booklets to each Council member. Council then went through the booklet. During this time a question and answer session occurred with Council members citing incidents or asking questions that were specific to their facilities. With the Postal Services reliance on what we believe is a flawed F-1 scheduler, the Article 12 handbook will be an invaluable tool to help combat what the Service is trying to implement. Upon completion of the session the consensus of the Council was that this was an excellent Q+ A period with quite a bit of constructive dialogue that will better prepare all who were involved to argue not only abolishments/reversions but also how to argue for new positions which were likely created due to the movement of unassigned mail handlers.

-Brother Gibson discussed and broke down for Council the importance of knowing what the Service is citing as FTE (Full time equivalent) for each facility.

-Brother Gibson again stressed the importance of using the checklists available on the Locals web site. They are an invaluable tool for ensuring the filing of a complete, well documented grievance.

-Brother Campellone made a motion to adjourn. Motion seconded by Brother Zelenenki. Motion passed unanimously.

In solidarity,



Joe Zelenenki

Recording Secretary Local 308