

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

DIVISION OF LABORERS' INTERNATIONAL UNION

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MINUTES

NATIONAL POSTAL MAIL HANDLERS UNION LOCAL 308'S LOCAL UNION COUNCIL MEETING 9/27/18

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 10:13 a.m. Meeting began with the pledge of allegiance.

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

- In the twelve months since this body last gathered we have faced a multitude of challenges. Not the least of which involved the employer's irrational reliance on its flawed Function 1 Scheduler. Despite threats to cut staffing in the form of excessing career mail handlers and terminating MHA's, when the smoke cleared in the Phila. district there were an additional 100 new mail handlers. It appears that at least in the short term the Service has backed off on their quest to bring facilities in line with the Scheduler. In the event the Service "reactivates" the Scheduler we are confident that we have the arguments and the will to effectively push back.

-Grievance docket "exploded" to more than 250 cases pending arbitration as we challenged the hundreds of job reversions and abolishments across the Local resulting from the F-1 scheduler fiasco. Today's open case report reflects only

48 grievances which is an incredible 80 % reduction since Council last met. Of note however is that we have already surpassed our total arbitration expense for this year as compared to the prior year.

-Local remains committed to training our representatives to better protect the rights of the membership. As such the Local has conducted and is conducting workshops which include a review of FMLA, Defending against Discipline, Arbitration Advocacy and new stewards training.

-The release of the report from the White House Task Force on the USPS will not take place until after the November elections. The timing of said release does not portend well for USPS employees and specifically for mail handlers. As such we are reminded that protecting the livelihoods of those we represent goes well beyond the rights we have established through collective bargaining. The extent of the potential impact is obviously not known at this point but the most effective way to counterattack will be to elect those, regardless of party, who support strengthening and preserving the United States Postal Service. The most recent report issued by the office of Management and Budget calls for a transition of the Postal Service into a private entity, which would obviously hold disastrous effects for mail handlers and the mailing public. To this end, our National partners along with the other National Postal Unions have scheduled rallies in every congressional district prior to the mid-term election. Details of these events will be discussed during the Local Union Council Meetings of September 26th and September 27th respectively.

-Many of the larger facilities within the Local have already met to begin implementing the RI-399 Update MOU with the smaller offices expected to follow suit shortly. National Joint Training details are still being finalized and will be reported as they become available. In preparation for the National MOU the Local convened a jurisdictional meeting for members of the Local Union Council on August 23rd.

- Impact to our Scranton facility has existed for years at this point and this issue remains on our radar. A new feasibility study would have to be conducted prior to the Service taking any action.

-This office has attended numerous meetings during the reporting period including Local Dispute Resolution Committee meetings, staffing meetings during the height of the Function 1 debacle, branch meetings, and of course facility visits across the Local.

-The Local has conducted several social events for members, friends, and family including an outing to New Jersey's Clementon Park, a trip to Citizens

Bank Park to see the Phillies take on the Marlins, and a picnic in the Lehigh Valley – Scranton area. The next scheduled social event will occur on September 29th, 2018 in the Harrisburg area.

-The Local enjoys a robust financial position which can be attributed to the commitment of the leadership of the Local over the last seven and a half years. This philosophy has allowed the Local during these politically charged times to strengthen our financial standing while still providing the highest levels of representation possible.

-While there has been a spike in MHA hiring it has not matched the rate of attrition which sees the mail handler complement shrinking. The revenue stream from the MHBP is also diminished despite significant improvements in benefit and price as the reality of declining enrollment and shrinking market share have had significant impact.

-During the Local Union Council Meeting of September 27th, Brother Mohan will present a Treasurer's report that reflects a robust financial position. This is a direct result of the commitment of the leadership of the Local over the last seven and a half years to prioritize the members we represent. In our view, the most prudent course during these politically charged times is to continue to strengthen the Local's financial standing while the opportunity still exists.

-Brother Gibson opened discussion on the upcoming RI-399 training. Training will be performed "on the clock" and is slated for some time in November. All Council members with the exception of Brother Mohan should be in attendance.

-Council discussed "new" F-1 scheduler. Postal Service is supposed to be developing/updating the program. Update is supposed to give more "weight" towards the processing of NMO's and parcels.

-Brother Mohan provided a report on the "end of second quarter" 2018. Council reviewed and discussed.

-Brother Mohan reaffirmed with Council how since he's taken the job he tracks "just about everything". This led to discussion on revenue sharing and how the Mail Handlers' Benefit Plan impacts the Locals revenue. With less people in the plan there is less revenue for the Locals, further there has been a significant decrease in monthly revenue and Council needs to be cognizant of it. Example of this is in 2011 Local's average membership was 2272, our current membership is 2049.

-Brother Gibson spoke about some of the dialogue that occurs at SAMLU's regarding MHBP. Discussion occurred about the way ebb/flow is reported.

-Brother Mohan then went through a list of expenses that the Local has incurred or will incur. These include;

- Tax payments

- Liuna pension payments

- Arbitrators costs thus far this year, of note is we have already surpassed last year's total

- Training costs (New stewards, RI-399)

- RI-399 meeting, E Board meeting (7/3/18), 2017 Council meeting

- Membership events costs (Clementon and upcoming Harrisburg, Scranton events, Phillies games)

- Newsletter costs (May 2018)

- Savings, checking account and Certificate of Deposit balances were provided.

-Total paid members as of Pay Period #17 2018 was 2061.

-Local has approximately 93.86 % membership rate.

-Brother Gibson discussed what's occurring nationally with MHA sign ups and retention.

-Local's MHA membership rate is 92.7%.

-LM-2's, 990 + 990 T accounting fees.

-Brother Gibson then opened discussions on the process of By Law Amendments. Some items submitted (stewards salaries) falls under the Executive Boards purview as opposed to the Council. Council reviewed language in Constitution. Executive Board has approved an increase in alternate stewards salaries to \$500.00 per year (125.00 per quarter) Brother Gibson reminded Council of 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 submission came from Brother Zelenenki;

ARTICLE III

MEMBERSHIP

SECTION 4

CURRENT

Upon notification by the Branch President or Shop steward when a member in good standing is hospitalized, he/she will receive a fruit basket, flower basket, or plant, if the condition of the member permits.

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.

PROPOSED

Upon notification by the Branch President or Shop steward, when a member in good standing or their spouse gives birth to or adopts a child, he/she will receive a fruit or flower basket. Motion seconded by Brother Craig, discussion ensued. Motion passed unanimously.

ARTICLE 4

OFFICERS AND SHOP STEWARDS

SECTION 8

CURRENT

(8-F) Steward Compensation: To be eligible stewards must serve at least three (3) months of the year. This compensation would be paid quarterly for regular

and chief stewards and prorated if the steward does not serve the entire period. Alternate stewards shall be compensated quarterly and prorated for time not served. Steward compensation will be as follows:

- 1.) Chief Steward in Charge-- a flat yearly rate of \$1,800.00, (\$450.00 quarterly) per year.
- 2.) Chief Stewards -- a flat yearly rate of \$1,400.00, (\$350.00 quarterly) per year.
- 3.) Stewards -- a flat yearly rate of \$1,000.00, (\$250.00 quarterly) per year.
- 4.) Alternates -- a flat yearly rate of \$400.00, (\$100.00 quarterly) per year.

PROPOSED

- 4.) Alternates -- a flat yearly rate of ~~\$400.00, (\$100.00 quarterly)~~ **\$500.00, (\$125.00 quarterly)** per year.

Proposal was rendered moot as steward compensation falls under the purview of the Executive Board. Of note is the Executive Board approved a change in alternate steward compensation to \$500.00 per year (\$125.00 quarterly). Change effective 10/1/18.

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

ARTICLE 4

OFFICERS AND SHOP STEWARDS

SECTION 8

CURRENT

(8-A) The salary structure for elected union officials is as follows;

This Union Council agrees to continue to forgo any Council and Executive Board salary increases. The current salary rates shall remain frozen until modified by the Local Union Council in accordance with these By-Laws.

PROPOSED

The current salaries for the Executive Board and Council Officers shall remain as stated in 8-J of this section until modified by the Local Union Council in acceptance with these By-Laws.

REASON:

This language was put in place because, the By-Laws had automatic salary increases built in, (based on contractual increases). Every time there was a contractual salary increase the union officers would also receive an increase. This is why the word “frozen” is used. These By-Laws no longer include automatic increases, therefore this language is no longer needed and salaries can only be modified by the Local Union Council.

Motion seconded by Brother Zelenenki. Discussion ensued. A friendly amendment was offered by Brother Gibson to “eliminate the current 8A language”. Friendly amendment was accepted by Brother Campellone. Motion passed unanimously.

Part (8-F) #4

(current language)

Alternates -- a flat yearly rate of \$400.00, (\$100.00 quarterly) per year.

(proposed language)

Alternates -- a flat yearly rate of \$500.00, (\$125.00 quarterly) per year.

Proposal was rendered moot as steward compensation falls under the purview of the Executive Board. Of note is the Executive Board approved a change in alternate steward compensation to \$500.00 per year (\$125.00 quarterly). Change effective 10/1/18.

Part (8-J)

(current language)

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

In this proposal I request each position be addressed individually.

1. Local President salary be increased by \$62.92 per year
2. Vice President salary be increased by \$89.66 per year
3. State Reps (All) be increased by \$172.82 per year
4. Recording Secretary salary be increased by \$172.82 per year.
5. Branch Presidents salaries be increased by \$738.46 per year.

Reason:

All unions fight for wage increases. This Union took a salary reduction in 2007, eleven (11) years ago. For me not to fight for an increase and accept an 11 or more year wage freeze is just unacceptable. Local 308's salaries back in 1988 were; State Reps and Recording Secretary at \$10,000.00 per year and Branch Presidents at \$6,000.00 per year.

In Thirty (30) years the E-Board salaries increased by \$827.18 from that of 1988.

In Thirty (30) years the AVP/Branch Presidents salaries increased by \$ 1,261.54 from that of 1988.

(proposed)

Local President **\$101,400.00- Motion seconded by Brother Root. Motion fails: 13-Nays, 3 Yeas. Poll vote requested by Brother Mohan, results below.**

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
C. Lee		X
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig		X
Carson		X
Root	X	
Glycenfer		X
D. DeVita		X
Gibson		X
Totals	3	13

Vice President Current-\$11,910.34 Proposed-\$12,000.00 Motion seconded by Brother Lee. Motion fails: 13-Nays, 3 Yeas. Poll vote requested by Brother Mohan, results below.

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
C. Lee		X
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig		X
Carson		X
Root	X	
Glycenfer		X
D. DeVita		X
Gibson		X
Totals	3	13

PA, NJ, DE State Rep-Current-\$10,827.18

Proposed-\$11,000.00 Motion seconded by Brother Root. Motion fails: 13-Nays, 3- Yeas. Poll vote requested by Brother Mohan, results below.

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
C. Lee		X
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig		X
Carson		X
Root	X	
Glycenfer		X
D. DeVita		X
Gibson		X
Totals	3	13

Recording Secretary Current-\$10,827.18

Proposed-\$11,000.00 Motion seconded by Brother Root. Motion fails: 13-Nays, 3- Yeas. Poll vote requested by Brother Mohan, results below.

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
C. Lee		X
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig		X
Carson		X
Root	X	

Glycenfer		X
D. DeVita		X
Gibson		X
Totals	3	13

Branch Presidents Current-\$7,261.54 **Proposed-\$8,000.00 Motion seconded by Brother Root. Motion fails: 14-Nays, 2-Yeas. Poll vote requested by Brother Mohan, results below.**

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
C. Lee		X
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig		X
Carson		X
Root		X
Glycenfer		X
D. DeVita		X
Gibson		X
Totals	2	14

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

ARTICLE III

MEMBERSHIP

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 **nor a jacket** for enlisting new members, as it is already a part of their regular salaried duties. **Motion seconded by Brother Root. Motion passed unanimously.**

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. No EAS personnel may attend these Union sanctioned social events, nor can "non-member" mail handlers attend as guests.

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, **and** 3. Lehigh Valley/Scranton. The Local Executive Board will determine the format and details of these events. **Branch Presidents are required to attend events in their geographic area unless excused by the Local President.** No EAS personnel may attend these Union sanctioned social events, nor can "non-member" mail handlers attend as guests. **Motion seconded by Brother Craig. Motion failed.**

SECTION 7

Current

In branches where the Mail Handler complement is in excess of 50, there shall be a Branch President. In branches with 50 or less mail handlers, the Executive Board shall have discretion to establish or eliminate the Branch President position.

When it is determined by the Executive Board to eliminate the position of the Branch President and there are at least twenty five (25) mail handlers remaining at a facility there shall be named a "Chief Steward in Charge" of that facility and he/she is to be paid at the rate of a chief steward that is established under the current By Laws (8-F).

Proposed

In branches where the Mail Handler complement is in excess of 50, there shall be a Branch President. In branches with 50 or less mail handlers, the Executive Board shall have discretion to establish or eliminate the Branch President position.

When it is determined by the Executive Board to eliminate the position of the Branch President and there are at least twenty five (25) mail handlers remaining at a facility there shall be named a "Chief Steward in Charge" of that facility and he/she is to be paid at the rate of a **Chief Steward in Charge** that is established under the current By Laws (8-F). **Motion seconded by Brother Clark. Motion passed unanimously.**

ARTICLE IV

OFFICERS AND SHOP STEWARDS

SECTION 5

Current

No Officer of Local 308 shall be taken off the clock on a full-time basis without the approval of the Local Executive Board.

Proposed

No Officer of Local 308 shall be taken off the **Postal** clock, **in a LWOP status (Code 84), and paid their regular Postal salary** on a full-time basis without the approval of the Local Executive Board. **Motion seconded by Brother Craig. Motion passed unanimously.**

SECTION 8

Current

(8-B) Council members, excluding any full time Local Union Representative will be compensated at their Postal straight-time rate of pay for conducting council business on their respective drop days.

Proposed

(8-B) Council members, excluding any full time Local Union Representative will be compensated at their Postal straight-time rate of pay for conducting council business on their respective ~~drop days~~ **non-scheduled days of their regular Postal work schedule. Motion seconded by Brother Clarke. Motion passed unanimously.**

Current

(8-C) When an officer is not working at his/her job because of an illness or injury and works out in the field on union business, he/she should be paid

their regular salary the same as the Post Office salary. The only exception is when he/she is receiving Workers' Compensation.

Proposed

(8-C) When an officer is not working at ~~his/her~~ **their Postal** job because of an illness or injury and ~~works out~~ **they are working** in the field on union business, ~~he/she they should~~ **shall** be paid their regular **Postal** salary. ~~the same as the Post Office salary.~~ The only exception is when he/she is receiving Workers' Compensation. **Motion seconded by Brother Craig. Motion passed unanimously.**

Current

(8-E) All Local Members will be compensated as follows with prior approval of the Local President:

- 1.) Regular postal salary while on official union business.
- 2.) Postal straight time rate (excluding any full time Local Union Representative) while on official union business on drop day/off tour (Not to exceed (8.0) Hours)

Proposed

(8-E) All Local Members will be compensated as follows with prior approval of the Local President:

- 1.) Regular postal salary while on official union business.
- 2.) Postal straight time rate (excluding any full time Local Union Representative) while on official union business on ~~drop day/off tour~~ **a non-scheduled day or off tour of their regular Postal work schedule, not to exceed eight (8.0) Hours. Motion seconded by Brother Root. Motion passed unanimously.**

Current

(8-G) Sunday Premium will be paid.

Proposed

(8-G) Sunday Premium will be paid **to all Local Members while on official union business if Sunday is a part of their regular Postal schedule. Motion seconded by Brother Root. Motion passed unanimously.**

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

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

Local President:	\$101,337.08
Vice President:	\$ 11,910.34 <u>\$7,500.00</u>
Treasurer:	\$ 80,000.00
PA State Rep:	\$ 10,827.18 <u>\$7,500.00</u>
NJ State Rep:	\$ 10,827.18 <u>\$7,500.00</u>
DE State Rep	\$ 10,827.18 <u>\$7,500.00</u>
Recording Secretary:	\$ 10,827.18 <u>\$7,500.00</u>
Branch President:	\$ 7,261.54 <u>\$7,500.00</u>

As it relates to the Vice President, Recording Secretary, and State Reps salaries, currently elected or re-elected (to their current position) union officials shall be grandfathered in and receive the current salaries as reflected in the October 19, 2017 By-Laws. All newly elected or appointed union officials shall receive the new salaries reflected in the 2018 By-Laws.

As it relates to Branch Presidents salaries, they shall receive the salary reflected in the 2018 By-Laws.

Motion seconded by Brother Root. Lengthy discussion ensued. During the discussion Brother Carson withdrew the Branch President salary change portion of the motion. Motion failed by a count of 11-nays to 5-years. Brother Mohan requested a poll vote with the results listed below.

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
C. Lee		X
Mohan	X	
Campellone		XX
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig	X	
Carson	X	
Root	X	
Glycenfer		X
D. DeVita		X
Gibson	X	
Totals	5	11

-Brother Carson also requested that Council “discuss the creation of a Local 308 Facebook page at the upcoming Council meeting”. Brother Gibson informed Council of the efforts taken to develop an “app” for Local 308 that is similar to one currently used by Local 300. Early signs indicate that it may be cost prohibitive but the project is still being pursued. He also informed Council that the Executive Board had discussions on a Facebook page at yesterday’s meeting and agree that any tool available to better communicate with the membership is worth pursuing. While the logistics of developing a Facebook page needs to be worked through, the Local hopes to have a Facebook page up some time in the not too distant future.

-Council discussed RI-399 implementation in each facility. State reps. are tasked with meeting with the Postal Service on the “AO’s” within their specific area. Brothers Rembelinsky, Clarke and Campellone gave the Council updates on what’s occurring in the smaller offices.

-Brother Gibson opened discussion on a recent NLRB decision, copies have been sent out to all Council members via email. Council discussed “stewards” obligations to keep grievant informed as to the status of their case. While this is already a requirement for all stewards, Council agreed that it should be reinforced with emphasis placed on the ongoing need to better communicate with the membership.

-Council discussed “representation”. This included grievance oversight by Branch Presidents and use of the grievance checklists. BP’s should have a system in place under which they are reviewing and providing feedback on cases as they progress through the various steps of the grievance process. Brother Gibson has training sessions upcoming for both new stewards and for advanced grievance construction. BP’s will determine who will attend these training sessions.

-Included in the meeting packet is a copy of the form for contract suggestions. BP’s should post on facility bulletin boards for suggestions for the upcoming CBA negotiations. Any suggestions submitted should be sent to Local HQ to be forwarded to National.

-Council discussed member events. The Harrisburg/Scranton event is scheduled for this coming Saturday, September 29, 2018. Executive Board has already decided that the Winter event for the Phila./SJ/Del. area will be a bowling party. While the date of this event hasn’t been selected, it will occur early in the Winter of 2019.

-Council discussed the upcoming SAMLU which will occur April 29, 2019 through May 1, 2019. This event will take place in Atlantic City with Local 308 being the host. Executive Board has determined that the Executive Council meetings for 2019 will coincide with the SAMLU. Local will convene meetings during SAMLU down time. Council discussed potential responsibilities as the host Local. The National Executive Board will visit a facility within the Local, likely visit will be at the Philadelphia NDC.

-Local will hold their membership drive from January 1, 2019 through March 31, 2019. This “bounty period” will be posted.

Additional Items;

-Brother Carson asked that we receive training on the “blue book” that MHA’s get when they are converted to regular. Brother Gibson stated that if management is responsible for assisting then we need to enforce that point. That being said Brother Gibson will investigate the “blue book” to determine who should be assisting those newly converted mail handlers.

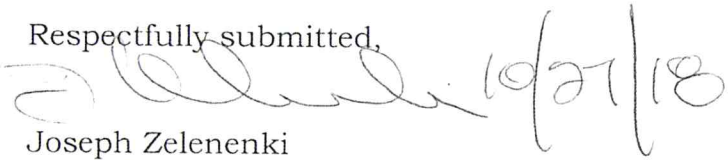
-Brother Carson asked who we should be supporting in upcoming elections. I.E. who has the post offices best interest at heart. Council discussed.

-Brother Carson suggested the elimination of casuals under the next CBA.
Brother Gibson warned that there could be an increase in "non-careers", MHA's
as trade off for getting rid of casuals.

-Brother Root asked for additional contracts and constitutions for new hires.
Process is to order them from Local Union HQ to fill those needs.

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

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Joseph Zelenenki", followed by the date "10/27/18".

Joseph Zelenenki
Recording Secretary