



National Postal Mail Handlers Union Local 308 – AFL-CIO

A DIVISION OF LABORERS' INTERNATIONAL UNION

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MINUTES NATIONAL POSTAL MAIL HANDLERS UNION LOCAL 308'S LOCAL UNION COUNCIL MEETING 9/20/23-9/21/23

Local Union Council Members Present:

John Gibson
Eugene Jones
Mike Rembelinsky
Brian Carson
Robin Butts

George Gohr
Brian Clark
Joe Zelenenki
Sean Craig

Shelby Root
Chris Lee
Bob Glycenerfer
Barrie Bowens

-meeting called to order at 10:10 a.m.

- Council members rose to recite 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:

-As PMG’s DeJoy’s ten-year plan is rolled out in various parts of the country, the National Office and its CAD department is partnering with the effected Local Unions to minimize impact whenever possible to the membership. Currently, these changes are actively occurring in a dozen locations with another half dozen recently added. Locally there have been some operational changes which have not created a major effect but it is still not possible to predict if/when Local 308’s membership will suffer Article 12 impacts.

-The two proposed RPDC's slated for Local 308 appear to be the Philadelphia NDC and the other one within the former Central Pa district with the actual installation to be determined. Early indications were that a new installation was being constructed but recent dialogue indicates that the Service may have changed plans which have not been communicated to the Unions. The remaining P & DCs will more than likely be transformed into LPC's or Local Processing Centers or potentially S & DC's or Sorting and Delivery Centers. Local 308 is aware of two proposed S & DC's within Local 308 "territory" as well as the Williamsport office and the Norristown Tri-County facility. The Norristown facility change is expected to take shape early in 2024. As these changes take place the Local will ensure that any existing mail handler work in these transformed operations is performed by mail handlers.

-The focus on Article 12 will continue for the foreseeable future as we deal with, not only the standard violations that regularly occur, but the grand scheme variety brought on by the PMG and his reimagined vision of the USPS.

-In light of these changes the Local instituted regular meetings (Zoom call) to share information and coordinate responses when needed. These calls/meetings will reconvene on October 18th 2023.

-As of the most recent open case report dated September 7, 2023, 197 grievances were listed as pending at step three or arbitration. Forty one (41) of those are discipline cases and one hundred and fifty six (156) are contractual violations. This is an increase of 35 % in pending cases since last reported. The Local's arbitration schedule included nine hearings before panel arbitrators during this period with four cancellations. There are no upcoming hearings scheduled as the Local is awaiting the panel of arbitrators for the Local to be finalized.

-The new implemented practice of submitting all step 1 and 2 grievance settlements to Local Union HQ has revealed some "best practices", particularly with resolving disciplinary grievances. For the period of August 1st through September 1st 2023, seventy-one (71) disciplinary grievances were resolved, along with another sixty eight (68) contractual disputes settled with make whole remedies amounting to just over \$6000.00.

-Local conducted a "Defenses against Discipline" workshop over a 3 day period that included over 60 representatives from across the Local. During these sessions the previously mentioned "best practices" were shared with all attendees. A new steward training was conducted on July 26th for 19 new stewards from across the Local.

-Local Union headquarters continues to provide representational guidance, documents, and reports to our representatives and officers in the field. Regular

updates to the Local's website along with posted reports continue to inform the membership of the latest developments as well as their relevant contractual applications.

-During this reporting period a number of Branch meetings were held. Brothers Gibson and Rembelinsky attended Branch meetings for Lancaster, Wilmington, Philadelphia, and the Harrisburg P & DC. Site visits were also conducted at South Jersey, Lehigh Valley, Scranton, Lancaster, Wilmington, Harrisburg and Trenton.

-As previously reported, the parties in the Lehigh Valley P & DC were close to a resolution on the APBS cross crafts violations. An agreement was finally reached which resulted in a high six figure remedy to be paid to impacted mail handlers harmed by the wrongful assignment of clerk craft employees to mail handler duties. Congratulations go out to Branch President Sean Craig and Chief Shop Steward Floyd Steinmetz, as well as those reps and members who provided assistance with the processing of these grievances.

-Brother Gibson attended the SAMLU last month representing Local 308 at the National level.

-Local 308 sponsored events held during the period of this report were an outing to Clementon park as well as a picnic in the Lehigh Valley/Scranton area. Both events were well attended where members, family and friends enjoyed themselves.

-The state of the Local's financial affairs remains solid as we prepare for the impending battles ahead. We (Local) are quite firmly positioned to meet any of the challenges created by the PMG's restructuring initiative. Local Treasurer Rembelinsky shall provide a detailed report of the revenue and the expenses of this Local Union during today's meeting.

-We are proud to report that membership enrollment rates continue to remain among the highest in the nation. Since we last reported our membership totals have seen a slight decrease of 1.6% but our enrollment rates remain steady. We thank Brother Rembelinsky and our Branch leadership in ensuring our organizing efforts remains vigorous. It is exactly this leadership that allowed this Local Union to waive half of the next scheduled dues increase. Local 308 is proudly one of only two Locals in the entire nation to do so.

-Brother Rembelinsky provided to each Council member a copy of the "second quarter" financial statement 2023 which he went over, providing details on each line item. He then went through a list of expenses that the Local has incurred or will incur. These include;

-2nd quarter 2023 financial report

- A/P aging summary
- Vendor balance detail report
- Deposit detail report
- Check register checking account
- Check register master card account
- Code 84 line detail tracking
- Direct deposit tracking
- LIUNA payments
- Savings account balance
- Checking account balance
- CD account #1 balance TIAA bank
- CD account #2 balance TIAA bank
- Ameriprise balance; long term investment despite current poor performance.
- arbitration costs year to date, historically
- Social events costs Clementon and Lehigh picnic
- Branch meetings (combined)
- New stewards training
- Defense to discipline trainings (3 days)
- Executive Board meeting

-Brother Gibson then opened discussions on the process of By Law Amendments. Council reviewed language in Constitution. 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 submissions came from Brother Root;

ARTICLE IV

OFFICERS AND SHOP STEWARDS

(CURRENT LANGUAGE)

SECTION 4

The Local President or any full-time Officer of Local 308 shall receive the same amount of vacation and sick leave as he/she would when he/she was on the clock. Leave usage of the Local President and other full-time employees shall be tracked and recorded by the Local Treasurer and reviewed by the Local Executive Board quarterly. Leave usage of the Local Treasurer shall be tracked and recorded by the Local President and reviewed by the Local Executive Board quarterly. The Local President or any full-time officer shall be compensated at their postal rate of pay for any earned but unused leave by the end of their last term of office. The Local President or any full time officer cannot carry over more than 440 hours of annual leave from one leave year to the next.

(PROPOSED CHANGE)

The Local President or any full-time Officer of Local 308 shall receive the same amount of vacation and sick leave as he/she would when he/she was on the clock. Leave usage of the Local President and other full-time employees shall be tracked and recorded by the Local Treasurer and reviewed by the Local Executive Board quarterly. Leave usage of the Local Treasurer shall be tracked and recorded by the Local President and reviewed by the Local Executive Board quarterly. The Local President or any full-time officer shall be compensated at their postal rate of pay for any earned but unused leave by the end of their last term of office. The Local President or any full time officer cannot carry over more than ~~440 hours of annual leave from one leave year to the next~~ **the maximum number of annual leave hours regular Mail Handlers are permitted to carry over in a leave year.** **Motion seconded by Brother Craig. Discussion ensued. Motion passed unanimously.**

ARTICLE VI

QUALIFICATION FOR OFFICE

(CURRENT LANGUAGE)

SECTION 2

A.) Conventions

1.) Guidelines for Delegates at the Convention: Will be prepared for each convention by the Executive Board and the Local Union Council.

2.) Effective January 1, 2009, the Local shall establish a savings fund to attend future National Conventions, beginning with the 2011 convention. The Local shall deposit up to \$500.00 in this savings fund every month.

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1.) Guidelines for Delegates at the Convention: Will be prepared for each convention by the Executive Board and the Local Union Council.

~~2.) Effective January 1, 2009, the Local shall establish a savings fund to attend future National Conventions, beginning with the 2011 convention. The Local shall deposit up to \$500.00 in this savings fund every month.~~

Motion seconded by Brother Carson. Discussion ensued. Brother Zelenenki called the question. Motion passed unanimously.

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

ARTICLE IV

OFFICERS AND SHOP STEWARDS

SECTION 8

COMPENSATION FOR UNION OFFICIALS

(CURRENT LANGUAGE)

(8-I) Full time Local Union officers shall receive cost of living adjustments equal to those received by Mail Handlers in Table 1 of the Mail Handler wage chart.

(PROPOSED CHANGE)

(8-I) Full time Local Union officers shall receive cost of living adjustments equal to those received by Mail Handlers in Table 1 of the Mail Handler wage chart. **The full-time Local Union officers salaries shall be updated in the current by-laws to reflect all cost of living adjustments. Motion seconded by Brother Jones. Discussion ensued. Brother Rembelinsky called the question. Motion passed unanimously.**

(CURRENT LANGUAGE)

SECTION 10

Meal Vouchers: If a Member of Local 308 performs official Union business they shall be entitled up to \$35.00 for meals, up to a maximum of \$70.00 per day, for every four hours worked away from their regular reporting office or facility while conducting Union business. Itemized receipts must be submitted with all meal reimbursement requests. If receipts are not provided, the voucher will be discussed at the next Executive Board meeting for approval or disapproval. The Local President or any other full-time employee as well as the Local Treasurer shall not be entitled to an allowance for meals while performing duties at Local Union Headquarters unless attending an official meeting or training class where a meal is provided.

(PROPOSED CHANGE)

Meal Vouchers: If a Member of Local 308 performs official Union business they shall be entitled up to ~~\$35.00~~\$40.00 for meals, up to a maximum of ~~\$70.00~~\$80.00 per day, for every four hours worked away from their regular reporting office or facility while conducting Union business. Itemized receipts must be submitted with all meal reimbursement requests. If receipts are not provided, the voucher will be discussed at the next Executive Board meeting for approval or disapproval. The Local President or any other full-time employee as well as the Local Treasurer shall not be entitled to an allowance for meals while performing duties at Local Union Headquarters unless attending an official meeting or training class where a meal is provided.**Motion seconded by Brother Craig. Discussion ensued. Brother Gohr called the question. Motion passed unanimously.**

-Council moved on to discussion on the 2024 National Convention to be held in Las Vegas. I.E. processes and procedures for election/selection for delegates. Brother Gibson reminded Council that the Board determines compensation for the selected delegates.

-Council discussed how many delegates will attend the convention, this entailed significant discussion as to who is and who should be qualified to go.

Motion made by Brother Rembelinsky to send 13 delegates to 2024 NPMHU National Convention. Motion seconded by Brother Lee. Of note is this number includes Brother Gibson who is an automatic selection. Discussion ensued. Motion passed unanimously.

-Council discussed the dates of the election cycle along with the election rules and regulations. Judges from the prior election are being solicited regarding their availability for the convention election.

-Brother Gibson opened discussion on the Council zoom calls that were being held but were on hold. The plan is to resume the Council meetings via Zoom on October 18th and hold them every 3 weeks. The frequency of the meetings may be adjusted based on activity throughout the Local.

Around the room.

-Brother Gohr informed Council that he believes Trenton will become an SDC. The Electric vehicle charging station feasibility study has shown Trenton has the infrastructure to support 100 stations. If/when this project begins is still TBD. Change in times is believed to be 1 hour which means management can implement without offering employees an option.

-Brother Clark informed Council that he has successfully argued for "Plant" mail handlers on the ODL to be used for overtime in Area Offices. With overtime being slow in the plant right now this arrangement has worked out well.

-Brother Jones informed Council that AFCS machines are slated for removal from South Jersey facility. With their removal there is the potential for impact for up to 6 mail handler positions. There are also some issues with Management I.E. Bill Taddei complaining about how Philly can't handle the additional volumes being sent there. There are also some issues with employees hanging around outside in the parking lot. Brother Gibson reminded Council that Service cannot use badge readers to issue discipline. He will send out the resolve to all BP's

-Brother Glycenfer spoke about how on the weekends the Scranton facility is sending mail to Harrisburg and Lancaster. Thus far there has been no effect to operations but MHA's are working limited hours and there are minimal overtime opportunities. Plant Manager informed Bob that the "building budget" is being reduced; not sure how that will impact the craft.

-Sister Bowens informed Council that there is to be a "time-change" for Tour 3 with letters going out to affected mail handlers. A "spider" was brought in but it is currently not being used. They're waiting for an RI-399 meeting to discuss the jurisdiction of the "spider". PM Bowens is threatening to "rebid" the entire building but based on the announced impact rebidding is not appropriate.

-Brother Craig informed Council that some of the volume being sent to Philly for processing is failing so it may return. APBS is staying for now with Annex bids still being viable as it (Annex) may be reopened. Brother Craig has convinced management to move Annex bids that become vacant to the facility

with jobs that are created having an Annex comment in the event they are needed at the Annex.

-Brother Carson informed Council that there has been significant discussion on the facility move. It is still up in the air what building Harrisburg will move into. The newly constructed facility may not be used as previously thought. There has been a ton of discipline issued recently mainly for attendance issues but some related to employees being out of the building while on the time recorder. There have also been some issues related to social media as there have been instances where employees are filming video and posting it on social media while on the work floor.

-Brother Root talked about some information that he was getting from In-Plant support about construction issues with both the new plant and/or construction within the existing plant that could indicate Lancaster has some long term viability. In-Plant indicated that they will not hire MHA's over the cap for peak and likely won't have an Annex this year. Council discussed at length some issues related to newer hires. Lancaster had an employee use a fake image when calling out.

-Sister Butts informed Council that she's had to put out an APWU generated fire with their announcement that the building is closing in April which has created turmoil. Brother Gibson said that the Plant Manager needs to be contacted about the rumor and that he is unaware of any plan to close the facility. Brother Gibson opened discussion about an issue affecting Delaware are cross crafts issues related to MVS drivers unloading trailers. Brother Gibson reminded Council that RI-399 only applies to issues with clerks and mail handlers and not with MVS. Council discussed a number of different scenarios that cover the issue. I.E. drafting settlements with good language that MVS drivers not allowed "past the plate".

-Brother Lee spoke about the significant attendance related issues for the newer employees that are leading to discipline and how the newer mail handlers haven't grasped attendance requirements.

-Brother Zelenenki opened discussion on LCA's (Last Chance Agreements) and how the Service is now more open to giving LCA's. Council discussed pros and cons on this issue. He informed Council that the Annex associated with the NDC has reopened and kitting is occurring again. This led to the question of overtime usage for Annex mail handlers vs NDC mail handlers. Council discussed.

-Brother Gibson opened discussion on the recent change in LIUNA retirement benefits including eligibility thresholds and retirement age which has been increased to 65. Memo provided has a Q + A section that covers FAQ's.

-Brother Gibson opened discussion on grievance handling which has been a point of focus with copies of settlements being sent to Union HQ for review. He has been pleasantly surprised with the language and the breadth of the settlements at steps 1 and 2. Council discussed time limits and extensions with the focus on moving cases timely through the steps without delay. Open case docket was discussed with the importance of BP's reviewing the open case

report provided by Brother Gibson for missing cases. With arbitration panels being on hold awaiting finalization, BP's should investigate pre-arbing cases.

-Brother Gibson reminded BP's to ensure bid postings and awards notices are sent to him. Most BP's are already doing so but wants full compliance to ensure no lost bid opportunities.

-New steward training will be upcoming, BP's need to send the names of mail handlers and/or MHA's interested to Union HQ.

-Council meeting reconvened at 10:00 a.m. on 9/21/23, all Council members were present.

-Council discussed member giveaway (bag passed around for review), Brother Rembelinsky is looking at similar products made in the USA.

-Council reviewed the list of social events that have taken place this year which included the following;

-bowling nights for Phila and Harrisburg area

-hockey night for Lehigh/Scranton area

-installation of officers dinner dance

-Phillies game

-Clementon park picnic

-WB/Scranton picnic

-Council did a dues check off review, Local 308 dues to go up to \$29.50 after PP #25.

-1187 discussions ensued to ensure proper handling of 1187's. This included how to handle any delays in processing of 1187s.

-There may be a limit on the number of 1187s that can be sent via email to HR. Brother Gibson will get clarity on this issue.

-Conversion orientation processes were discussed with an emphasis on ensuring that we(Union) get in front of them upon conversion. Newly converted mail handlers are now automatically enrolled at 5% for TSP deductions.

-Brother Rembelinsky asked BP's to identify long term scabs on the report that's generated by the National office. This will assist greatly in tracking missing 1187's.

Additional Items;

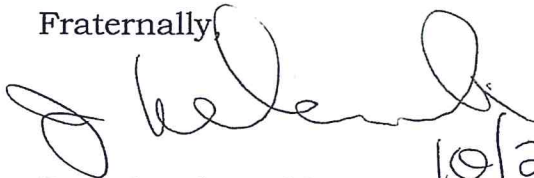
-Discussion on how money orders /pay advances are processed, Council discussed.

-Sister Bowens spoke about letters going out to retired mail handlers regarding the time changes. Council discussed issues with HR and handling of issues such as this.

-Brother Root asked if there's any update on the retro pay and whether the delay was grievable. Council discussed. Since this meeting retro pay has been paid.

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

Fraternally,



10/20/23

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308