

**MINUTES**  
**NATIONAL POSTAL MAIL HANDLERS UNION**  
**LOCAL 308'S COUNCIL MEETING**  
**10/5/11**

The Council meeting was held at Bally's Hotel in Atlantic City New Jersey

**Council Members Present:**

John Gibson	Nick Campellone
Mike Mohan	Quentin Seth
Steve Bahrle	Bill Finley
Mike Rembelinsky	Joe Zelenenki
Mike Cooper	Brian Carson
Frank Scott	Bob Glycenfer
Shelby Root	Mark Adamchek
Chuck Decarlo	Rick Vennera

- NPMHU Legislative & Political Director Bob Losi gave a presentation on the importance of the "PAC Fund". Bob also stated that he would be more than happy to attend union meetings so he can stress to the membership the role of the PAC fund and its importance. He also spoke about the "Save Americas Postal Service rallies and how the rallies conveyed a clear message that "we are not gonna take it anymore" and how Congress has initiated an assault on the Postal Service. Brother Losi also discussed the various legislative bills that could impact the Postal Service. Specifically bills;

HR 644-potentially take "defined pensions" from federal workers

HR 2309-Issa bill which would realistically destroy the Postal Service; would force senior people to retire

HR 1351-Lynch bill would provide financial relief for the Postal Service, forces OPM to correct retiree payment issue. Two independent firms did studies on the overpayment and found the amount to be in excess of fifty(50) to sixty nine(69) billion dollars to FERS and fifteen(15) billion CSSR pre retiree health benefits.

HR 353+ HR 261- two separate bills that would force people currently on OWCP to retire.

-Brother Losi further emphasized the need to communicate with the membership the importance of the PAC, appealing to new people the need to save jobs and to the older people the need to save retirements.

-Alan Wolfers of Tower Insurance gave a brief presentation regarding insurance options for the membership.

-Local President John Gibson then read the presidents activity report.

-Brother Bahrle then gave a report on clerk casuals doing mail handler work in Camden, New Jersey. The Postal Service wanted to move the case into RI-399. Arbitrator Owens ruled that the case should be moved into RI-399. The union is awaiting a final decision at the local level about moving case.

-Brother Gibson states that there is a problem getting RI-399 arbitrators.

-Brother Mohan then gave a comprehensive treasurer's report which included the following;

-differences between the "cash report" and the "accrual report" . Further Brother Mohan indicated that "this Local will use the case report since it is the cleanest and most accurate".

-Local received a bill for the 990's which were not filed during the period of time that Frank Phillips was Local President. The bill is in the amount of \$50,000. Brother Gibson informed the Council that "bond claims" and appeals have been initiated to have the penalties abated on this issue. Bruce Lerner will contact the IRS to discuss this matter.

-Brother Mohan emphasized "transparency". By bringing the computer to all union meetings he can show the membership what he does in terms of bills/payments.

-Late fees are no longer an issue for this Local, bills are paid timely.

-Copies of documentation were passed around for examination by all Council members showing the bills and the payments made for any monies owed.

-LIUNA retirement pension payments; Brother Mohan explained that there are monies owed for LIUNA pension payments for Brothers Carson and Vennera from the previous administration. There may be some other potentially impacted. Brother Mohan is

awaiting further information on this matter as other members from prior administrations may have been impacted.

-Audit for 2010 completed with copies given to Executive Board.

-Executive Board is considering changing accounting firms in an effort to reduce cost.

-Brother Gibson informed Council that he had spoken to a real estate attorney about attempting to be released from current lease at Arsenal prior to the termination date in 2013. Attorney recommended meeting with landlord about early release. In the event that Union offices would be released Brother Gibson spoke to National President John Hegarty about a "variance" to possibly move Local's headquarters outside of the city limits. Prior to moving Board approval needs to be approved.

-Brother Mohan then opened the floor to any questions regarding the report; there were no questions.

-Brother Campellone asked about the status of the Department of Labor investigation concerning former President Phillips. DOL investigator (Megan McDevitt) upon completion of investigation will forward the information to the U.S. Attorney's office.

-Brother Gibson then brought up the issue of the dues waiver. Council had extensive dialogue regarding this matter. The National denied the Local's request to waive the .10 cents due the National under the wage increase of .50 cents in November of 2010. **Brother Gibson made a motion to table dues increase until new contract terms become known. Seconded by Brother Bahrle. Motion passed.**

-Brother Gibson opened discussion on the number of delegates to attend the National Mail Handler Convention in 2012 in Portland Oregon. After much debate the following questions arose.

-How many delegates were sent in the past to the NPMHU National Convention?

-What is the cost factor (How much will it cost per delegate)?

-Brother Gibson then called the Executive Board to caucus to determine what will be paid for by the Local. The Executive Board then held discussions to determine what will be paid by the Local for the National Convention in 2012. After lengthy debate **the following motion was made by Brother Seth; Executive Board approves airfare not to exceed \$500.00, hotel and \$100.00 per diem, per day for all those elected to attend the 2012 NPMHU National Convention in Portland Oregon. Seconded by Brother Rembelinsky. Motion passed.**

-Brother Gibson then told the Council what the Executive Board agreed to pay for delegates elected to attend the NPMHU National Convention.

**-Brother Campellone made a motion for 9 delegates in addition to the Local President to attend the 2012 NPMHU Convention in Portland Oregon. Seconded by Brother Glycenfer. Motion passed unanimously.**

-Brother Gibson then opened the matter of By-Law Amendments. He further stated that per the Constitution; to add language to the by-laws requires a majority vote. To change existing language a 2/3 votes is needed.

**-First proposal was from South Jersey President William Finley; that salaries of all officers of Local 308, Executive Board Members and Branch Presidents, will be the same. The annual amount will be set by the Local Council and take effect at the end of the current term of office. There was no second on this motion so the proposal was considered dead.**

**-Second proposal also from Brother Finley was as reads; the elimination of dual salaries for dual positions . One salary is sufficient for service and if they be unequal, than the higher salary should prevail. The proposal was seconded by Brother Campellone. The proposal was then open to discussion. After lengthy debate Brother Gibson called for a vote on the matter of eliminating dual salaries. Motion denied.**

**-Brother Carson proposed paying union stewards quarterly instead of semi-annually. Seconded by Brother Scott. Motion passed unanimously.**

**-Brother Mohan proposed that in the event of the death of a dues paying member, spouse, child or parent, a bible be sent instead of a spray of flowers or be guided by the family's request if information is received in the office in time. Seconded by Brother Rembelinsky. After lengthy discussion Brother Mohan withdrew his proposal.**

**-Brother Mohan proposed the following amendment along with a friendly amendment; that any member signing up a non-member be paid a bounty of \$20.00. These new members will receive a free apron; any member who signs up ten new members in a calendar year be awarded a light weight mail handler jacket. Proposal was seconded by Brother Scott. Motion passed unanimously.**

**-Brother Mohan proposed the following language change which reflects a friendly amendment under Article 4 Section 8 Paragraph 3 to reflect the following; This Union Council agrees to forgo any Council and Executive Board salary increases for**

the years 2009, 2010 and 2011 and will remain frozen until modified by local .  
Seconded by Brother Rembelinsky. Motion passed unanimously.

**BY-LAWS OF LOCAL UNION #308**

**ARTICLE 1**

SECTION 1

This Local shall be known as the National Postal Mail Handlers Union, Local 308 A Division of Laborers International Union of North America, AFL-CIO.

SECTION 2

The colors of Local #308 will be blue and gold.

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**ARTICLE II**

**OBJECTIVES-OBLIGATIONS**

SECTION 1

The mission of Local Union # 308 shall be to strive to advance the Mail Handlers Union and the United States Postal Service, and all other Federal Employees (whether or not Postal employees), who wish to affiliate as associate members of this organization.

SECTION 2

It is the obligation of Local Union # 308 to comply with all rules, regulations, policies, and practices, where applicable, established by the National Postal Mail Handlers- Union A Division of ~~the~~ LIUNA, AFL-CIO, Local # 308.

( Changes seconded by Brother Bahrle, motions passed unanimously)

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**Red type indicates deleted items.**

**Underlined items indicates additional items.**

## ARTICLE III

### MEMBERSHIP

#### SECTION 1

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.”

#### SECTION 2

It shall be the duty of all members of Local # 308 to abide by the by-laws of this Local.

(2-A) These by-laws will be immediately updated after each council meeting and sent to the National President for action.

#### SECTION 3

Effective May 1, 1996, any member who enlists a regular member on a dues deduction form will be paid a salary of \$10.00. **-Brother Mohan proposed the following amendment along with a friendly amendment; that any member signing up a non-member be paid a bounty of \$20.00. These new members will receive a free apron; any member who signs up ten new members in a calendar year be awarded a light weight mail handler jacket. Proposal was seconded by Brother Scott. Motion passed unanimously.**

(3-A) Local Membership Drive – will be conducted each year specified by the Local President. The salary will be increased to \$25.00, only during this period. **Executive Local Union** Council Members will not receive a salary for enlisting new members, as it is already a part of their regular salaried duties. **(Item changes seconded by Rick Vennera; motions passed unanimously.)**

#### SECTION 4

Upon notification of 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, Spouse, Child, 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.

SECTION 5

This Local Union will have at least two local wide members' events during each calendar year. One event shall be held during the Summer months and one event held during the Fall/ Winter months. The Local Executive Board will determine the format and details of these events.

SECTION 6

Holiday Gift Certificates: This is for dues paying members only. The Branch President may be allotted one certificate for every 25 dues paying members. The value of each certificate shall be established by the Local Executive Board and is currently set at \$25.00. The gift certificates shall be provided to the membership by raffle during the Fall/ Winter months. It shall be the responsibility of each Branch President to arrange with Local Union Headquarters the delivery of his / her gift certificates.

SECTION 7

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. **(Item changes seconded by Steve Bahrle; motion passed unanimously.)**

SECTION 8

Membership will be governed in accordance with Article III of our Local Constitution.

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Article IV

OFFICERS AND SHOP STEWARDS

SECTION 1

Our officers shall consist of the following representatives

- Local President,
- Vice-President,
- Recording Secretary,
- Treasurer, **and**
- State Executive Board Members, and
- Branch Presidents

These **State Executive Board** positions are provided for each state within this Local's territorial jurisdiction where the Mail Handler complement is in excess of 100. Branch President positions will be allotted as detailed under Article III, Section 7.

## SECTION 2

**Shop Stewards of this Local will be appointed and certified by the Local President. (Item changes seconded by Mike Rembelinsky; motions passed unanimously.)**

The Local President shall have the power to appoint, remove and supervise Shop Stewards. Any Steward appointments and/or removals must be submitted in writing to the respective Postmaster, the Branch President, and the Treasurer (Specify name, installation and tour of duty.)

## SECTION 3

Duties of Officers - (Same as Article IV, Section 5, of our Local Union Constitution).

## 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 and union activity shall be tracked and recorded by the Local Treasurer 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 **at by** the end of their last term of office. **(Item changes seconded by Brother Mohan with the following friendly amendment; President or any full time officer cannot carry over more than 440 hours from one leave year to the next. Motion passed unanimously.)**

## SECTION 5

No Officer of Local# 308 shall be taken off the clock on a full-time basis without the approval of the Local **Council Executive Board**. **(Item changes seconded by Brother Mohan, motion passed unanimously.)**

(5-A) Any part-time officer or member of Local 308 shall not be allowed to work more than 24 hours per week for 12 consecutive weeks without the prior approval of the Executive Board.

## SECTION 6

All State Representatives are responsible for contract administration and communication between the Branch President, at the direction of the Local President, and any other duties that he/she deems necessary. Monthly reports are to be submitted on a timely basis to the Local President by each State Representative upon the written request of the Local President.



(6-A) Chain of Command of Officers, Local #308 will be the Local President, Vice-President, Pa State Executive Board Member, NJ State Executive Board Member, DE State Executive Board Member, Treasurer, and Recording Secretary. Any letter writing will be directed to the Local President. After his review, he will contact the appropriate State Representative. **(Item changes seconded by Brother Zelenenki, motion passed unanimously.)**

(6-B) Vacancy – In the event of a vacancy in any office of Local #308, the Local President, with the approval of the Executive Board, shall appoint a replacement for the unexpired term of office. Absent the Local President, the Executive Board shall appoint a replacement for the unexpired term of office. . **(Item changes seconded by Brother Zelenenki, motion passed unanimously.)**

## SECTION 7

All Officers, Executive Board Members, Local Union Council Members, and Shop Stewards shall attend all meetings of the bodies in which they function. Appropriate justification must be provided for one's inability to attend such meetings.

(7-A) Attendance at Union Functions –Any Executive Board Member has a right to attend any function that has been sanctioned by Local #308. Prior approval and/or a formal invitation by members are not necessary.

## SECTION 8

### Compensation for Union Officials

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

The compensation for full-time officers of this Local shall be based on both contractual increases and COLA increases reflected by a percentage effect of the COLA on a level 5, Step P Mail Handler's salary. The compensation for all council members will be based on negotiated contractual increases only.

**(Authority : Revised/Approval compensation structure dated 3/2/05, effective January 1, 2004)  
(Item changes seconded by Brother Scott, motion passed unanimously.)**

**- Brother Mohan proposed the following language change which reflects a friendly amendment under Article 4 Section 8 Paragraph 3 to reflect the following; Seconded by Brother Rembelinsky. Motion passed unanimously. This Union Council agrees to forgo any Council and Executive Board salary increases for the years 2009, 2010 and 2011 and will remain frozen until modified by local .**

(8-B) Council members, excluding the Local President will be compensated at their Postal straight-time rate of pay for conducting council business on their respective drop days. **(Item changes seconded by Brother Carson, motion passed unanimously.)**

(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.

(8-D) Elected officers simultaneously holding two elected positions will be compensated appropriately for each position.

(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 the Local President) while on official union business on drop day/off tour (Not to exceed (8.0) Hours)

(8-F) Steward Compensation: To be eligible stewards must serve at least six (6) months of the year. This compensation would be paid semi-annually for regular and chief stewards and prorated if the steward does not serve the entire period. Alternate stewards shall be compensated annually and prorated for time not served. Steward compensation will be as follows: **-Brother Carson proposed paying union stewards quarterly instead of semi-annually. Seconded by Brother Scott. Motion passed unanimously.**

- 1.) Chief Stewards -- a flat yearly rate of \$575.00, plus an additional \$25.00 per month.
- 2.) Stewards -- a flat yearly rate of \$575.00.
- 3.) Alternates -- a flat yearly rate of \$290.00.

(8-G) Sunday Premium will be paid.

(8-H) Leave Form - determining appropriate compensation.

(8-I) Lost Leave. Union Members shall be compensated at their Postal straight-time rate for lost leave due to Union LWOP. Union LWOP balances shall be documented by the submission of the members' earning statement for each pay periods in which the Union LWOP was incurred and compared with the corresponding voucher for that period. Any questions regarding lost leave shall be resolved by the Local Executive Board.

(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:	\$ 16,244.02
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

## SECTION 9

### Severance Pay

As Amended By the National Convention  
August 17-19, 1992  
Resolution No. 1 of the 1992 National Convention  
(Passed August 19, 1992)

This labor organization will no longer consider proper nor tolerate the existence of severance pay, monetary awards or incentives, or bonus plans for elected leaders, officers or representatives, at either the National Union or any Local Union. No such person shall receive severance or bonus payments. Any funds set aside for such purposes which have not already been paid to any individual, shall be returned and become the property of the National or Local Union, as appropriate.

## SECTION 10

Meal Vouchers: If a Member of this Local works on official union business he or she shall be entitled to \$25.00 for meals for every four hours worked in the field on business up to the maximum of \$50.00. Receipts must be submitted with all vouchers. If no receipts are provided, the voucher will be discussed at the next Executive Board meeting for approval or disapproval.

(10-A) For the purpose of expediting union business, meals will be paid by the Union for Council members, Executive Board members, and Shop Stewards attending training classes or meetings.

SECTION 11

Local 308 "Unit" Affairs: Executive Board Members and one guest are exempt from paying for any function sponsored by Local # 308. **(Item changes seconded by Brother Rembelinsky, motion passed unanimously.)**

SECTION ~~12~~ 11

The Local will make available shop steward badges for all shop stewards in Local 308. **(Item changes seconded by Brother Rembelinsky, motion passed unanimously.)**

SECTION ~~13~~ 12

Upon acceptance of or application for a management position, any elected or appointed Union Representative shall resign his/her position with the union. Upon failure to do so, the position will be declared vacant. **(Item changes seconded by Brother Rembelinsky, motion passed unanimously.)**

SECTION ~~14~~ 13

If a voucher is in dispute, it will be sent to the Executive Board for discussion and a ruling will take place at the next Board meeting. Upon dispute the President and Treasurer, will notify the individual in writing why the voucher is not being paid in full, and when the Executive Board will discuss and determine as to whether such voucher will be paid.

SECTION ~~15~~ 14

The Local President shall be authorized to spend up to \$5,000.00 without first polling the Executive Board subject to the ULUC requirement that expenditures for office rent, equipment costing in excess of \$1,000, etc., must have prior approval of the Executive Board.

SECTION ~~16~~ 15

When a member fails to make financial obligations to Local #308 within the prescribed time (90 Days) the member may be deemed suspended without further notice. **(Item change seconded by Brother Zelenenki; motion passed unanimously).**

SECTION 1716

No overtime rates will be paid to any union member for any union-related activity.

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**ARTICLE V**

**MEETINGS**

SECTION 1

The Union will not pay for any air travel to any Local meeting.

A.) Council Meetings

- 1.) Such Council shall meet at least once each year upon 30 days notice
- 2.) All Council Members in attendance at council meetings will be afforded lodging at the expense of the Local.

B) Executive Board Meetings

The Executive Board shall meet at least once every three months, *or* more frequently at the discretion of the Local President or when requested to do so by a majority of the Executive Board of this Local Union.

C) Unit Meetings

- 1.) These By-Laws will be available at all Unit Meetings for review.
- 2.) All members of this Local may participate at any unit meetings outside of their own Branch, pending prior approval by the Local President with reasonable notification to the unit's Branch President.
- 3.) All shop stewards will attend all unit union meetings unless otherwise excused by the Local Branch President. Failure to do so may result in removal. Furthermore, quarterly compensation will not be paid for unexcused absences.

D) Mileage rate will be in accordance with the IRS index. The Local's Treasurer will update the index on an as-needed basis.

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**ARTICLE VI**

QUALIFICATION FOR OFFICE

**SECTION 1**

In accordance to Article VII of the Local Union Constitution.

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**ARTICLE VII**

NOMINATION AND ELECTION OF OFFICERS/CONVENTIONS

**SECTION 1**

In accordance with Article VI of the Uniform Local Union Constitution.

**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.) Observers: Will attend conventions only after the Local Council Board has determined this disposition is necessary.
  
- 3) 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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**ARTICLE VIII**

DUES

**SECTION 1**

In accordance with Article VII of the Local Union Constitution.



**ARTICLE IX**

INCOME AND DISBURSEMENTS

SECTION 1

In accordance with Article IX of the Uniform Local Union Constitution. **(Item change seconded by Brother Vennera; motion passed unanimously).**

A financial report will be sent to the Branch Presidents and Chief Shop Stewards in charge of a unit and will be read at Unit meetings. (Financial Reports should not be posted.) Subsequent to the annual audit all such financial reports shall be signed and dated by the Treasurer of Local 308, which includes **the** a statement of all cash receipts and cash disbursements cited in each financial report which are based upon authenticated documents on file at Local 308's headquarters in Philadelphia, PA. **(Item change seconded by Brother Scott; motion passed unanimously).** The Local Treasurer will make available at the Branch/Council/Executive Board meetings and the Local's web site the completed 990 and 990T Tax Forms to the Local Union Council and the membership of this Local. In addition, he/she shall provide an accounting of all required LIUNA pension payments to the Local Union Council. **( The following change included a friendly amendment by Brother Gibson. Item changes seconded by Brother Vennera; motion passed unanimously).**

The Treasurer will draft disbursements only when funds are available.

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**ARTICLE X**

CHARGES, TRIALS AND APPEALS

SECTION 1

In accordance with Article X of the Local Union Constitution.

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**ARTICLE XI**

CONSTITUTIONAL AMENDMENTS

**SECTION 1**

This Uniform Local Union Constitution shall be subject to amendments at the National Convention of the National Mail Handlers' Union. Between such National Conventions, amendments may be enacted by the National Executive Board, with the approval of two-thirds of the Local Presidents, and shall be subject to review at the next National Convention.

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**ARTICLE XII**

BY-LAWS AMENDMENTS

**SECTIONS 1**

These By-Laws shall be subject to Amendments by the Local Union Council.

A.) All proposals must be sent to the National Postal Mail Handlers Union, Local 308 (A Division of Laborers International Union of North American, AFL-CIO), Local #308 5301 Tacony Street, Box 126, Philadelphia, PA 19137, for approval. **(Item change seconded by Brother Rembelinsky; motion passed unanimously).**

B.)The Local Union Council shall formulate the By-Laws of this Local Union. However, such By-Laws shall be effective only after written approval by the National President. Such By-Laws shall not conflict with **this the** Uniform Mail Handlers' Local Union Constitution and the National Mail Handlers' Constitution. **(Item change seconded by Brother Rembelinsky; motion passed unanimously).**

1.) These Local By-Laws shall be subject to amendments at the Local Council Meetings. Revisions can be made only if two thirds of the total Council Members vote in favor of the revisions.

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**ARTICLE XIII**

HEALTH PLAN REPRESENTATIVES

**SECTION 1**

Mail Handlers-' Heath Plan – The Health Plan Representative will be appointed by the Local President, on an as-needed basis, to provide assistance regarding the Mail Handlers’ Health Plan to all members and associate members. Local Branch Presidents are responsible for ensuring representation at the health fair in their own facility. **(Item change seconded by Brother Root; motion passed unanimously).**

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**ARTICLE XIV**

RETIREEES

**SECTION S 1** (Item change seconded by Brother Root; motion passed unanimously).

The Union shall give a **retirees's** watch to all Mail Handlers retirees who **are** have been members in good standing for ten continuous years or more at the time of retirement. The Branch President of the Unit must fill out a **Retiree's** request form for each member and submit it to the union office. The ten-year requirement can be waived due to extenuating circumstances. **(Item changes seconded by Brother Zelenenki; motion passed unanimously).**

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**ARTICLE XV**

FINANCE - INSURANCE AND SAVINGS

**SECTION 1**

This Local will insure Officers on leave full-time from the Postal Service, paying full premium on their life insurance, retirement and health benefits at the same rates as if they were employed on a full-time basis with the Postal Service.

**SECTION 2**

Part-time Officers who exceed 1,040 hours (LWOP) due to union-related business will have their retirement credited at the appropriate rate by this Local provided the union related business has been approved by the Local Executive Board in accordance with the provisions of the ULUC.

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**ARTICLE XVI**

**OFFICE STAFF**

**SECTION 1**

The Local Office Staff will report directly to the Local President.

- A.) The office staff's salary and other benefits will be granted upon the approval of the Executive Board.

NOTE: These By-Laws incorporate Council Meeting Minutes from May 1975 through December 2010 (inclusive)

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-At the conclusion of By-Law Amendments Brother Glycenfer brought up the issue of retiree's from previous years not receiving their retirement watches. After discussion Brother Gibson emphasized the recent Executive Board decision to have a supply of retirement watches on hand.

-Brother Gibson spoke again about the Article 12 training to be held in December and the date of said training.

-Brother Gibson opened discussion regarding assassinations of eight union leaders in South America at Coca Cola bottling plants. Asked us to consider not using Coke products at any union functions. Tabled the issue till the following day.

**-Brother Seth made a motion to adjourn. Brother Vennera seconded. Motion passed unanimously.**

**MINUTES**  
**NATIONAL POSTAL MAIL HANDLERS UNION**  
**LOCAL 308'S COUNCIL MEETING**  
**10/6/11**

-Meeting began with the Pledge of Allegiance.

-Brother Gibson then opened discussion on the Coke resolution. After discussing the issue the motion was made by Brother Gibson to accept the Coke resolution as follows; **that Local 308 of the National Postal Mail Handlers Union calls for the United States government to shut down the School of the Americas/Western Hemisphere Institute for Security Cooperation in addition that Local 308 of the National Postal Mail Handlers Union will remove all Coke machines and products from its offices, and ban Coke products from all meetings and events; and encourage labor councils with which it is affiliated to do so as well. Seconded by Brother Cooper. Motion passed unanimously.**

-Brother Gibson opened discussion on the Mail Handler Benefit Plan. Referred the matter to Mike Rembelinsky who stated that he is leaving for Denver this weekend to have additional training on the plan. Brother Rembelinsky then asked the Branch Presidents if they had started receiving materials at their facilities. Key points of discussion:

-Materials have already been sent out to each facility.

-Branch Presidents will coordinate through Brother Rembelinsky.

-Meeting will be held with Brother Rembelinsky upon his return from training for people who are staffing health plan open houses.

-Brother Gibson asked for submissions for the Local's newsletter; anyone wishing to submit articles needs to do so ASAP. Looking for information/ articles for each facility. Target release for next newsletter is beginning of 2012.

-Brother Gibson opened discussion on Uniform/Clothing allowances. There was discussion concerning the difference between uniform allowance -vs- contract allowance. CIM was consulted and Brother Vennera read the applicable language.

## **-Article 14 Compliance Guide**

-Brother Gibson had individual guides printed up which were handed out to each Council member. An electronic version will be sent to each Branch President. He then read the hand out to the council. Some of the key points are as follows;

- This guide is a starting point not an ending point for a proactive approach to protecting mail handlers
- Guide needs to evolve as more attention is given to unsafe conditions and practices within the Postal Service and within our facilities.
- We need to ensure the safest working conditions while educating people who find the safety of the mail handler craft secondary to processing mail.
- Need to document specific and or recurring issues at each facility.
- Our greatest responsibility to those we represent is to protect them from the hazards of the workplace. Continuous vigilance is both our legal and moral duty. The OSHA Act of 1970 provides us with the purpose and policy.
- Article 14 of the National Agreement opens with management's responsibilities to provide safe working conditions in all installations. The manner in which we, as union representatives cooperate and assist management to live up to this responsibility is at the core of this guide.
- One of the tools available to all employees is Form 1767 which is used to report unsafe and/or unhealthy working conditions. It is a requirement under our National Agreement that these forms be made available and that management investigate immediately any reported condition. Management must be held to this standard. Failure to correct or abate the unsafe condition is a violation of our National Agreement.
- The National Agreement under Article 19 as specified by the CIM "provides that postal handbooks and manuals directly relating to wages, hours or working conditions shall contain nothing that conflicts with the National Agreement and are enforceable as though they were a part of the National Agreement. This then includes the "Employees & Labor Relations Manual, specifically Chapter 8 - Safety, Health and Environment. This section of the ELM provides a number of compliance requirements and should be used to protect the membership from workplace hazards.
- Within this guide are a number of resource documents that should be reviewed for compliance purposes.
- While work floor compliance is critical to protecting our members we must support these efforts by applying the same philosophy to higher levels of management and the local Safety and Health Committee.
- Our goals as representatives are also to reduce occupational injury and illness. By "partnering" with installation heads we can hold them to these standards.
- "Sharp end of the stick" should be pointed at front line managers and Section 812.5 in conjunction with the EL-801 provides general and specific responsibilities. It is critical to those we represent that front line managers are doing everything they can under the CBA and the OSH Act

-At each postal installation having 50 or more employees, a Joint Labor Management Safety and Health Committee will be established. While the dynamic on the committee may resemble a labor-management meeting the approach should be less confrontational.

These meetings should be more analytical and data driven. The data should be provided ahead of the meeting so it can be reviewed and discussed.

-The Council then discussed specific Article 14 issues occurring at each facility. Brother Gibson would like recurring hazards be "catalogued" so we can share ideas amongst the Local on how to force management compliance.

-Brother Gibson then opened the floor for any additional items. Some of the issues discussed;

- unscheduled absences

- need for stewards to get preapproval for any items purchased (ink, paper, printing)

- 1767's

- strapping of trailers-lengthy debate about practices at each facility was discussed

- employee statements; some employees are not comfortable writing statements.

In that event a union representative can interview the person and then have them sign it.

- "Duo" issues; potential for new mail handler positions. Needs further discussion.

**-Brother Seth made a motion to adjourn, seconded by Mike Rembelinsky. Motion passed. Meeting adjourned.**

Fraternally,

Joseph Zelenenki

Recording Secretary

NPMHU Local 308