National Postal Mail Handlers Union
Local 308 – AFL-CIO
A DIVISION OF LABORERS' INTERNATIONAL UNION

117 Neshaminy Rd. Croydon, PA 19021
Tel. 215 788-5308 Fax. 215 788 5323

MINUTES
NATIONAL POSTAL MAIL HANDLERS UNION
LOCAL 308'S EXECUTIVE BOARD MEETING
December 18, 2014

Executive Board Members Present:

John Gibson	President
Steve Bahrle	Vice President (Via teleconference)
Mike Mohan	Treasurer
Nick Campellone	New Jersey State Rep.
Joe Stancell	Delaware State Rep.
Mike Rembelinsky	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary

-Minutes from the Executive Board Meeting held on September 15, 2014 were accepted with no changes.

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

-Local Union Headquarters continues to distribute information, including legislative issues throughout the Local through monthly postings as well as the newly redesigned Local website. Communication with the membership is of the utmost importance.

-Brothers Gibson and Mohan have recently attended branch meetings at the Trenton P + DC, Harrisburg P &DC, Scranton facility, Lancaster P &DC, Lehigh Valley, Delaware P & DC, South Jersey P &DC, Philadelphia P &DC and the Philadelphia

NDC. In addition, Brother Gibson has toured the work floor at the Philadelphia NDC, Philadelphia P &DC and South Jersey P &DC . He has also attended meetings with district level management within Central Pa and South Jersey discussing a variety of issues including a Local Dispute Resolution meeting in Trenton and service standard operational restructuring initiative.

-Local 308 has initiated the first in a series of advanced training workshops as well as sending five(5) representatives to Washington D.C. for National Article 12 training . Advanced and regular steward training has already been scheduled for early 2015.

-The legal action pursued by Local 308 to overturn Arbitrator Owens award in the NDC CILO matter has been dismissed by the Court. Following consultation with Local 308's attorneys it has been determined not to pursue the matter.

-Remedy for Southeastern mail handlers related to the CILO decision rendered by Arbitrator Owens has been dispersed to those mail handler identified as harmed. The amount of $325,000 has been proportionally shared by those mail handlers based on said harm.

-During the period covered by the presidents report the Local has arbitrated a number of issues across the Local involving a variety of contractual violations as well as challenging disciplinary actions taken against mail handlers. Local 308 has successfully challenged the discharge of an MHA where the Service violated the just cause element of progressive discipline. The decision returned the grievant to duty and reduced the discharge to a 14 day time off suspension with a back pay remedy.

-Local 308's current docket holds approximately 136 cases pending arbitration. While this is a slight decrease from last report, the number of pending case is much lower than our historic trend.

-Closings and consolidations continue to plague the Local as the Postal Service continues to move forward with their "Network Rationalization" initiative. Local 308 was informed that the proposed action for the Lancaster P &DC would be cancelled with the caveat that there would be a reduction in non-career complements. The extent of the impact is not yet known. It appears that the Service is still moving forward with their efforts to consolidate the Scranton installation into Lehigh Valley. with indications that said impact will occur in two(2) segments. The first impact is slated to leave a total of seventeen(17) career mail handlers out of the current forty nine (49) assigned to the facility. Based on the Unions objection concerning mail

handlers bid to the carrier section which is generally regarded as Function 4 work the Service "investigated" these jobs and based on the results of a Function 4 work study claimed that there would only be six(6) part-time regular mail handlers in the Scranton plant and not the 17 proposed by the original study. The Union posed multiple objections to this development. While management opened the discussions by claiming that there were no Function 4 mail handlers in the Scranton facility they somehow conducted a Function 4 study on mail handlers in the Scranton facility. Clearly, there will be impact within the Scranton installation as reported from the beginning, barring any late hour intervention. The level of impact, still in flux will be communicated when more details become available.

-Brother Rembelinsky continues to address outstanding consolidation issues arising out of Central Pa. Additional site visits have been scheduled for both Reading and Williamsport with the hope of returning mail handlers to those facilities.

-A "Stewards Duty Time Guide" has been developed and distributed to the field as the Local continues to strengthen their posture within each installation. A "General Grievance Guide" is under development and will be distributed upon completion. All locally developed resources are available for download from the Local's website.

-Local 308 participated in the National Day of Action in a number of locations throughout Philadelphia, South Jersey and Delaware, partnering with other Postal Unions in protest to the Services proposed self-destructive changes.

-The Local continues to focus on securing the financial standing of this Union, pursuing a balance of stable fiscal footing while increasing efforts to improve the ability to represent the membership.

Brother Mohan provided a "Treasurers Report" in advance of the meeting to give the Executive Board an opportunity to review the following reports for accuracy and develop any questions they may have.

-end of third quarter 2014 financial report

-A/P aging summary

-Vendor balance detail report

-Deposit detail report

-Check register

-Code 84 line detail tracking

-Direct deposit tracking

-Liuna payments

-Checking account balance

-Savings account balance

-CD account balance

-Federal tax deposits

-Brother Mohan went through the end of third quarter 2014 financial report providing detail on each line item.

-Brother Mohan spoke about a new line item on the report. "Assets" is a new inclusion on the reports since the Local is now operating "in the black". This reflects the purchase of the headquarters property along with improvements made to the property as well as cash in bank. Minus liabilities leaves us with the balance indicated on the report.

-Brother Mohan then reviewed all the documents supplied in the report including the following;

-the A/P (accounts payable) Aging Summary report, of note is there are no late outstanding bills, everything is current.

-The vendor balance detail report reflects all items up to 12/8/14.

-Deposit detail report.

-The Certificate of Deposit(CD) report

-Board reviewed check register report. Report reflects any checks written between 9/8/14 through 12/8/14.

-Board reviewed "Code 84" tracking report.

-Direct deposit report was reviewed.

-Liuna payments made since last meeting, including copies of checks were reviewed. Brother Mohan provided copies of the Liuna payments which lists the individuals with their social security numbers redacted indicating Liuna retirement fund contributions submitted by the Local for the people listed. The lists with the Liuna retirement funds contributions will be part of future Treasurer's reports going forward with the individuals personal information redacted.

-Savings and checking account balances were provided along with balance on the certificate of deposit.

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

-Local 308 has 2382 mail handlers with 2243 dues paying members.

-The **JG** initiative passed at the MH National Convention has generated $93,998.40 as of PP#25-14 for Local 308.

-Revenue sharing from the MHBP continues to decrease every year. Local is applying this revenue towards loan money owed to National. Board discussed the additional $5000.00 per month being applied towards debt owed to National. Possible payoff date of June 2015 if the Local is able to continue to pay an additional $5000.00 per month towards loan balance.

-New siding for headquarters has been completed. New signage should be completed soon, as the signage is still in the process of being fabricated. New front door with etching is finished.

-Local engaged attorneys to have the taxes reassessed for Local headquarters in an attempt to reduce tax cost. Attorneys were successful in having taxes reduced from $10856.00 per year to $8428.00. Cost for attorneys included $165.00 up front and then an additional $1312.00 based on their success having taxes lowered.

-Vouchers for all Board members were passed around and reviewed by all Board members.-Brother Mohan reminded the Board that his laptop with QuickBooks is open and available at every Executive Board meeting and if there is any question that requires "drilling down" into any report or item specific to the Locals finances he can do so without delay.

-Brother Campellone made a motion to accept the disbursements as described by Brother Mohan for period 9/8/14 through 12/8/14. Motion was seconded by Brother Rembelinsky. Motion passed unanimously.

-Board discussed the Locals Winter events at length. Currently the events are going to be broken down geographically in this way.

-Harrisburg/Lancaster

-Lehigh Valley/Scranton

-Phila/South Jersey/Trenton/Delaware

-Brother Gibson has spoken with Branch Presidents Glycenfer and Craig about a Winter event in the Lehigh/Scranton area. They are looking into potential events and will provide feedback. He has also spoken with Brothers Carson and Root concerning

a potential party with their area. Costs and location of such an event are being investigated. Board then discussed a party in the Philadelphia area. Costs and level of interest are a concern including how many people the event can hold and should there be a "cap" on how many guests a member may bring. Brother Mohan advised caution based on trainings scheduled and other upcoming costs upcoming in early 2015.

-Brother Zelenenki made a motion that Local 308, for the Philadelphia area Winter event, hold a dinner dance scheduled for February 7, 2015. Motion seconded by Brother Stancell. Motion passed unanimously.

-Brother Zelenenki made a second motion, that the total budget for the Winter Events be set at $15,000.00. Motion seconded by Brother Campellone. Board discussed the motion at length prior to voting. Voting ensued and motion passed unanimously.

-Board agreed that pricing and location for these events will be investigated and discussed prior to authorizing.

-New log book discussed at Executive Council meetings in September 2014 should be implemented come January. Each facility will have its own numbering system. IE 308NDC-001-15.

-Board discussed steward duty time issues across Local. Branch Presidents will be charged with tracking steward duty time within their installations.

-Advanced stewards training is scheduled for March 4, 2015 with regular steward training scheduled for March 5 + 6 of 2015.

-Brother Campellone made a motion to authorize expenditures for both advanced and regular stewards training scheduled for March 2015. Motion seconded by Brother Bahrle. Motion passed unanimously.

-Board discussed a Political Action Committee (PAC) initiative. Brother Gibson stressed the importance of the PAC, emphasizing how critical it is for **all** mail handlers to support the PAC especially Union reps who should lead by example.

-Brother Campellone suggests that there be better coordination at the Legislative conference in order to maximize time for visits. Brother Gibson stated that a "planning meeting" will be held to discuss coordination.

-Brother Gibson asked for newsletter and web site submissions. He further stressed the importance of communication with the membership and keeping the web site fresh with current submissions showing the work we are doing for the members.

-Additional Items

-Brother Campellone opened discussion on vacancies in some of the AO's within the South Jersey area and what is being done to get people into those positions.

-Brother Gibson wants the state reps. (Campellone, Stancell and Rembelinsky) to copy him when corresponding with the Postal Service on state rep. issues.

-Brother Stancell informed the Board that the Postal Service has opened a new building in New Castle Delaware. It is supposed to be a temporary lease for "unique zips" and only slated to be open for 4 months. It appears that PSE's are working in the building. Brother Gibson questioned whether mail handlers should be performing the work currently being done in that building. Brother Stancell will follow up.

-Brother Rembelinsky has submitted requests to go to "Singer building". It appears as if two buildings have been consolidated into the Singer building and may have created enough routes that a mail handler should be used. For every 30 routes there should be a mail handler. Brother Rembelinsky will follow up.

-Brother Rembelinsky also informed the Board that there could be changes within the Lindbergh plant if the "Service Standards" change is implemented. No letters have gone out yet indicating any changes. Brother Gibson suggested sending a request for information to In-Plant Support on any possible changes.

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

Fraternally,

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308