



MINUTES
NATIONAL POSTAL MAIL HANDLERS UNION
LOCAL 308'S EXECUTIVE BOARD MEETING
12/13/11

The Executive Board meeting was held at Local 308 headquarters in Philadelphia, Pa.

Executive Board Members Present:

John Gibson	President
Steve Bahrle	Vice President
Mike Mohan	Treasurer
Nick Campellone	New Jersey State Rep.
Quentin Seth	Delaware State Rep.
Mike Rembelinsky	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary

- Meeting began at 10:07 with John Gibson informing board about South Jersey Branch President William Finley's health issues. Brother Campellone offered to step in as acting Branch President during Brother Finley's absence. **Brother Zelenenki made a motion to have Nick Campellone step in as acting Branch President in South Jersey. Seconded by Brother Mohan. Motion passed unanimously.**

- Brother Gibson asked the Board if everyone had an opportunity to review the minutes from the 10/4/11 meeting and if so are there any changes that are needed. Minutes have already been accepted but this is last opportunity for any changes to be made to the minutes. No changes were needed to the minutes from 10/4/11 meeting.

-Brother Gibson then provided a written report on his activities since our last meeting.

Items of note:

-AMP studies being conducted nationwide. Seven within jurisdiction of Local 308.

-Relaxation of service standards.

- Impact to mail handler craft and securing positions for these impacted mail handlers.
 - Difficulties presented by multiple bargaining agreements.
 - Upcoming Mail Handlers National Convention in August 2012; 10 delegates from this Local will attend.
 - By-Law changes, including additional elements of financial transparency have been approved by National President Hegarty.
 - Site visits have been conducted throughout the Local in addition to Branch Meetings being attended by both President Gibson and Treasurer Mohan.
 - Article 12 training was given by Eastern Area Vice President Sam D'Ambrosio and Northeast Vice President Paul Hogrogian.
 - Monthly "President's Reports" are distributed to all major facilities within the Local. These reports contain timely and relevant information to those we represent.
 - "PAC Fund" importance stressed. In light of the union's legislative efforts it is critical that we educate our members as to the importance of the PAC.
 - Income and expense dynamic for Local is constantly examined for ways to cut expenses. (I.E. internet and phone). Discussions were held with landlord for Arsenal office for possible early termination of lease agreement.
 - NLRB charges were filed by mail handlers out of South Jersey district alleging inequity in settlement monies. Union has cooperated fully with thus far four out of five claims dismissed. (Fifth claim has since been dismissed).
 - Penalties assessed to the Local following the filings of Form 990 for tax years 2004 through 2007 in the amount of \$200,000 have been abated as a result of Local President Gibson's written request for abatement.
 - Brother Mohan has launched an internet site where the financial status of the Local can be viewed and verified by the membership. While this step was voluntary when launched it is now a requirement under the recent By-Law changes.
- Brother Gibson informed the Board that NPMHU General Counsel Bruce Lerner has concerns with 990T's being posted on line. A suggestion was made to "password protect" certain areas of the Local's web site. The Board held lengthy discussions on

this matter. Brother Rembelinsky suggested that the password be available to "members" in each buildings respective union office.

-Brother Gibson made the following motion; the Executive Board determines that certain documents will be password protected on the Local's website and that the password will be available in union office upon member's request. Brother Bahrle offered this friendly amendment to the motion. That the documents listed on the website be "view only", and cannot be printed. Motion seconded by Brother Rembelinsky. Motion passed unanimously. Lou Morrone who administers the Local's website will be contacted to see the viability of these changes.

-The Board then held lengthy discussion on Article 12 implications throughout the Local.

-Brother Mohan then gave a comprehensive financial report which included the following;

- copies of the financial statement for the period 7/1/11 through 9/30/11
- income and expenses related to the report were reviewed
- IRS tax penalties have been abated

-Brother Mohan informed Board that a decision needs to be made on whether we are going to select a new accounting firm.

-Executive Board reviewed "leave slips" for President Gibson. In addition to the leave slips, Brother Mohan annotates President Gibson's leave usage in a book that was used when former President Macy and Branco were in office. The Board then reviewed vouchers for both Brother Gibson and Brother Mohan.

-Brother Mohan then opened discussion on the following items;

- Liuna pension payment is still outstanding
- Liuna pension issues surrounding former officer, Steve Pompeii. Salary reported to Liuna was inaccurate during his time in office. (1992+1993)
- Liuna pension issues for Southeastern Branch President Rick Vennera.

Based on being "grandfathered" in under the \$6000 threshold the Local owes pension payments for him in the amount of approximately \$18,000.

-Possible Liuna pension liability for others, including Brian Carson who met \$10,000 threshold for 2009, 2010 and probably 2011.

-Brother Mohan is trying to get additional Liuna pension liabilities added to what is already owed to Liuna.

-NPMHU National Convention will cost approximately \$22,000. In addition there is significant cost for judges of election and the mailings.

-pending expenses include rent

-Brother Mohan then reopened discussion concerning engaging a different accounting firm. Brother Mohan began by sharing his thoughts on the various firms. Brother Campellone stated that he had spoken with APWU President Bill Boyle who has used Shulman Kurtz for years and that Boyle recommended Shulman Kurtz. Brother Rembelinsky also stated he spoke with members of the Steel Workers union who also recommended Shulman Kurtz. **Brother Campellone made a motion to engage the accounting firm of Shulman Kurtz to handle completion of the four major elements needed (990's, 990T's, LM-2's and audit). Seconded by Brother Rembelinsky. Motion passed unanimously.**

-Brother Zelenenki asked about internet service providers for the union offices. Comcast had come out to do site visits to check feasibility for services. Only offices where services were feasible are Arsenal, Harrisburg and South Jersey. Brother Gibson said that we should investigate other internet providers for feasibility/cost savings.

-Brother Campellone made a motion to accept all disbursements as listed in the financial report. Seconded by Brother Seth. Motion passed unanimously.

-Brother Gibson opened discussions on terminating Arsenal lease. He and Brother Mohan met with John Swanson of Hankin Management to discuss options for terminating lease earlier than scheduled end date. The Board discussed the "needs" for the Local and what we should consider for a new office space. Some of the items a new space would need are; training space, possible branch meetings and office space. Branch meetings should not be a consideration due to proximity of meetings to facility. Example; Harrisburg meeting need to be held within close proximity to Harrisburg facility. Brother Gibson will speak with John Swanson about options in moving the Local's headquarters.

-Brother Gibson then opened discussions on the Local's winter event to occur sometime in January or February of 2012. Brother Rembelinsky said he will speak with Pat Martin who schedules QWL events for ideas. Brother Bahrle brought up idea

of a "bowling night". Board discussed the logistics of having such an event. **-Brother Gibson made a motion that the executive board determined that the winter event will be a bowling night for members and guests. Brother Rembelinsky will research the logistics of the event. Seconded by Brother Seth. Motion passed unanimously.**

-Brother Gibson then discussed the Local's newsletter. Next issue will be mailed out early in 2012 but, there is still time to submit articles.

-Brother Gibson then brought up the issue of OWCP training. A motion had been passed previously to decentralize injury compensation duties. Each facility would handle their own issues pertaining to injury compensation matters. **-Brother Gibson made a motion that the Executive Board approve a disbursement of \$5000.00 to cover Injury Compensation training to occur sometime in February. Seconded by Brother Seth. Motion passed unanimously.** Brother Zelenenki will task Garry Simmons who currently handles Injury Compensation duties at the Phila NDC to speak with the DOL about training sometime in February.

-Brother Gibson then opened for discussion the issue of Legislative/ Political action. Stressed that we need to ensure that people vote for candidates who have our best interest in mind. Brother Gibson then asked Brother Rembelinsky to review the Hatch Act for organizing options. There is a need for people to be active, would like to have organizers get rank and file out to vote. Brother Zelenenki brought up the idea of a "PAC" drive. Board discussed potential ideas.


-Brother Rembelinsky gave a report on Mail Handlers Benefit plan. Spoke about the Health Fairs and that the training done this year was far more comprehensive. Enrollment numbers were not available at that time to gauge interest/enrollment in plan.

-Brother Mohan gave a breakdown of costs for the Executive Council Meeting. Total costs including salaries, mileage, meals, and accommodation were approximately \$21,000.

-Brother Gibson opened floor for any additional items for discussion. There were none at that time.

-Brother Rembelinsky made a motion to adjourn. Seconded by Brother Campellone. Motion passed unanimously.

Fraternally,


Joseph Zelenenki
Recording Secretary
NPMHU - Local 308