



# 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 EXECUTIVE BOARD MEETING**

### **JUNE 24, 2014**

The Executive Board meeting was held at Local 308's new headquarters in Croydon, Pa.

#### **Executive Board Members Present:**

John Gibson	President
Steve Bahrle	Vice President
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 March 31, 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 308 conducted steward's training over a two day period, May 28-29, 2014. Training was conducted by National Shop Steward Trainer Paul Hogrogian and National CAD representative Tim Dwyer. As always Brothers Hogrogian and Dwyer did an outstanding job during the training session.

-Local 308 again went before Arbitrator Bello concerning the remedy portion of the award concerning the relief mail handler positions in South Jersey. The Postal Service is attempting to reduce the scope of impact on this matter from 61 mail handlers to 15 for T-2. Local 308 anticipates and is prepared to counter any additional problems when discussing the impact for affected mail handlers on tours 1 and 3.

-The two(2) cases appealed to federal court by Local 308 to overturn decisions rendered by Arbitrator Owens are still pending with no decision rendered in either matter.

-Local 308 continues to arbitrate a number of cases across the Local; issues include but are not limited to a variety of contractual matters, discipline and employment of casuals. The Local has seen a significant decrease in the backlog of pending cases as the aggressive approach to resolve or arbitrate cases has resulted in an accelerated grievance process.

-Since last report Brother Gibson has attended branch meetings in Wilmington, Lancaster, Harrisburg, Lehigh Valley, Phila. P & DC as well as South Jersey and Trenton facilities. He has also toured the work floor at the Philadelphia P & DC, Scranton, Harrisburg and Trenton facilities. In addition, Brother Gibson has met with Philadelphia district level management concerning jurisdictional issues within the former Southeastern facility. Within the South Jersey district, along with representatives from Local 300, he has met with area management concerning upcoming impact to Monmouth mail handlers. It is anticipated that these mail handlers will be involuntarily assigned to Local 308's Trenton facility. In Wilmington, Brother Gibson has attended a Local Dispute Resolution Committee in order to clean up the facility's jurisdictional inventory. In the South Jersey plant, a staffing realignment is taking place with Brother Campellone challenging the Service's action during this process. The restructuring within the South Jersey plant is the first within Local 308 to occur and appears to be based on a national initiative to "right size" function one facilities. The Phila. NDC is in the first stage of this "right sizing initiative" and could see reassignments within the installation. As always, Union headquarters is ready to assist any facility facing realignment and/or staffing reductions.

-Local 308 has developed an MHA conversion guide for field distribution in order to ensure that every effort is made to have MHA's converted to career status. In addition

Brother Campellone is assisting in developing a "general grievance guide" for all Local 308 representatives.

-The Local continues to publish and distribute a monthly bulletin throughout the Local, updating the membership on matters of importance.

-Local 308's Executive Board has authorized paying off the mortgage on the Neshaminy Road property in its entirety. The Board will discuss at length, resource allocation, in order to continue to strengthen the Local's financial standing.

-Local 308's Executive Board in conjunction with the Executive Council has again requested that the \$1.00 dues increase scheduled to occur in PP#25-14 be waived by the National office. The request has been approved.

-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 first 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

- Federal tax deposits

- Checking account balance

- Savings account balance

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

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

-Board reviewed check register report.

-Board reviewed "Code 84" tracking report

-Vouchers for all Board members were passed around and reviewed by all Board members.

-Brother Mohan emphasized how important it is for all board members to scrutinize all financial reports.

-Brother Mohan provided copies of the audit for 2013 for all Board members to review.

-Board reviewed the costs associated with the purchase and renovation of new headquarters.

-Total membership for Local 308 is currently 2444.

-Revenue sharing is down per month. Local is using the monies from the revenue sharing to pay off the loan to the National.

**-Brother Campellone made a motion to accept the disbursements up to the date of June 10, 2014 as described by Brother Mohan. Motion was seconded by Brother Zelenenki. Motion passed unanimously.**

-Brother Gibson informed the Board that there are still appeals pending concerning Local 308's election results.

-Brother Mohan opened discussion on having a shed build behind headquarters to increase storage. Board discussed.

-Brother Mohan has been contacting contractors to get prices to repair siding issues for headquarters. Board also discussed the new signage for headquarters. Board stepped outside to view both the issues with the siding and how best to incorporate new signage. Brother Gibson suggested tabling voting on signage matter until siding issues/quotes have been resolved. Board agreed.

-Brother Mohan opened discussion on savings allocations for the Local. He also provided some options for investments in certificate of deposit(cd). Board discussed potential investment opportunities.

**-Brother Campellone offered the following motion; Local 308 invest \$25,000 in a certificate of deposit for a period of one(1) year. Motion seconded by Brother Zelenenki. Motion passed unanimously.**

-Brother Gibson opened discussion on possibly pre-paying the loan to the National. He suggested paying an additional \$1000.00 per month towards the principal. Board discussed pro and cons of this at length.

**-Brother Stancell offered the following motion; Local 308 will pay an additional \$1000.00 per month against the loan from the National, provided funds are available. Motion seconded by Brother Mohan. Motion passed unanimously.**

- Board then discussed the "summer event " at length. Board reviewed different options for a potential "Dorney Park" event to include having food and discounted ticket prices. Board also discussed having a "philly picnic" and in addition, having additional events for the members in central Pennsylvania, Delaware and South Jersey. Board members were charged with investigating these events.
- Board discussed updating the Local's website. Brother Gibson provided information from a few prospective companies for Board to review. Brother Gibson would like Branch Presidents to have the ability to update their respective web sites in a timely manner.
- Board discussed upcoming office expenditures. Wilmington facility needs a new computer, Brother Gibson's computer needs to be replaced. Board approved these expenditures.
- Board reviewed the MHA conversion guide line by line and discussed at length.
- Board reviewed the "shop steward application" proposed for use for new steward applicants. Extensive dialogue ensued.
- Board discussed the "PAC Initiative" and how best to entice members to join. Local has given out a t-shirt in the past when members joined during "PAC" drive.
- Next installment of the Local's newsletter is slated to go out to the membership shortly. Any submissions must be received at headquarters as soon as possible.
- Board discussed "Staples initiative". Board agreed that it is imperative to not use Staples.
- Brother Rembelinsky is in the process of setting up meetings to discuss potential mail handler positions in Central Pa. He also opened discussions on how the Social and Rec. Committee at Lindbergh awards \$1000.00 scholarships. This year, two(2) mail handlers family members were awarded scholarships.
- Brother Rembelinsky made a motion that Local 308 contribute \$100.00 to each mail handler scholarship winner from the Lindbergh Social and Rec. Scholarship fund. This year there were two(2) mail handler scholarship winners so the total would be \$200.00. Motion was seconded by Brother Bahrle. Motion passed unanimously.**
- Brother Stancell proposed taking either former Delaware State Rep. Quentin Seth or former Wilmington Branch President Ed Tucker on site visits based on their

experience. Board discussed. Board also discussed the current methodology employed by the Service when selecting mail handlers for overtime outside of the Wilmington facility.

-Brother Zelenenki opened discussion on a potential coalition amongst the four(4) unions. Brother Gibson is not opposed but will decide involvement on a case by case basis.

-Brother Campellone spoke about potential mail handler positions in various New Jersey facilities. He also spoke about the current problems the South Jersey facility is going through concerning the "right sizing initiative".

-Brother Mohan pointed out to Board that the Pitney Bowes machine is gone as the lease has expired. This will save the Local significant money.

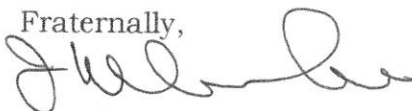
-Brother Bahrle asked about the status of the Swedesboro RI-399 cases. Board discussed the RI-399 process. Board discussed the veterans coordinator position for the Local.

-Brother Gibson informed the Board that the pending Southeastern casual settlement is at the area level awaiting authorization.

-Board discussed potential dates for this year's Executive Council meeting. Possible dates are September 9, 10 and 11th.

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

Fraternally,



Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308