



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 September 15, 2014

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 June 24 , 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 continues to provide contractual support to all facilities under its jurisdiction including but not limited to data received from the National along with a variety of reports and updates to our CBA.

-The remedial process for South Jersey mail handlers on Tour 2 has concluded with impacted mail handlers receiving payments. The process for calculating remedy for impacted mail handlers on Tours 1 and 3 is currently underway.

-Local 308's challenge in Federal court to overturn Arbitrator Owens decision concerning a cross crafts violation emanating from the Trenton P & DC has been dismissed. The Local has decided they will not pursue the matter further after consulting with the Local's attorneys, Cleary and Josem. The appeal of the NDC CILO matter is still pending.

- Remedy for the Southeastern casual violation has been submitted for payment. Southeastern mail handlers who were on the ODL will receive a monetary remedy proportionate to their specific level of harm.

-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. Local has recently argued an MHA discharge case where the Service violated the just cause element of progressive discipline.

-The Postal Service is again moving forward with their Network Rationalization plans. Both Lancaster and Scranton plants are scheduled for consolidation into Harrisburg and Lehigh Valley respectively. Projected impacts in Lancaster are approximately April of 2015 and in Scranton sometime around July of 2015. A meeting is scheduled for October 8th where additional details should be available. Representatives from both the losing and gaining installations will be attending Article 12 training in Washington D.C. on October 30th, 2014 in anticipation of these consolidations.

-Pennsylvania State Rep. Mike Rembelinsky continues to address two outstanding issues in both Reading and Williamsport, as the Local attempts to retreat mail handlers to those installations.

-Since last report Brother Gibson has attended a branch meeting for the Philadelphia NDC. He has also toured the work floor at the Philadelphia NDC, the South Jersey P & DC, as well as the former Southeastern facility, now known as the Norristown facility.

-On July 24, 2014 Local President John Gibson accompanied NPMHU National President John Hegarty at the NALC convention held in Philadelphia. Brother Hegarty delivered a message of unity against those who wish to dismantle the USPS.

-Brothers Campellone and Stancell accompanied Brother Gibson to the SAMLU held in Washington D.C. A full report was provided in the July-August President's report.

-Brother Gibson has met with the Postal Service's representatives from the South Jersey District on a variety of issues including staffing in smaller offices and MHA conversions. As previously reported, impacted Monmouth mail handlers will be involuntarily reassigned into the Trenton facility with eight(8) scheduled to report on September 20, 2014. The Philadelphia NDC is currently undergoing a version of the function 1 restructuring with sectional bidding occurring on Tour 2.

-Local Headquarters has developed a draft version of a Steward's Duty Time Guide for distribution to the field. In addition a General Grievance Guide is also in the works for distribution to all representatives. Local has also scheduled the first advanced stewards training workshop on Thursday December 12, 2014. All Branch Presidents and Chief Shop Stewards are expected to attend this training.

-Local 308 held their annual Union picnic and in addition, a baseball outing in Trenton, NJ. The Local was also represented at the Labor Day parade on Columbus Boulevard in Philadelphia, Pa. In addition, the Local continues to publish and distribute a regular bulletin updating the membership on issues of importance.

-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 second 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

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

- Brother Mohan went through the end of second quarter 2014 financial report providing detail on each line item.
- Brother Mohan spoke about the pre-payment penalty on paying off the new headquarters building for Local 308. Penalty was originally 5% but they were able to get penalty reduced to 2.5% which equated to \$5000.00. He further explained that HAB RET is the school tax for the headquarters property. Tax has been paid for the year.
- Brother Mohan then went through a list of expenses that the Local has incurred or will incur. Siding repair/replacement in the amount of \$1800.00 is an example of such.
- Accounting firm of Schulman Kurtz has been absorbed by Baratz and Associates.
- Angela Montgomery Budd are attorneys retained to attempt to have the Local's property taxes lowered.
- Brother Mohan opened discussion on a shed for headquarters. A shed had been purchased for additional storage behind headquarters but ran into zoning issues. Shed was returned and the Local was refunded in full.
- Local 308 is in the process of getting quotes for new signage at the Local's headquarters. Estimated costs are to be determined.
- Board reviewed check register report.
- Board reviewed "Code 84" tracking report
- Total membership for Local 308 is currently 2262.
- Revenue sharing is down per month. Local is using the monies from the revenue sharing to pay off the loan to the National.
- Local President's leave usage was reviewed by the Board.
- Brother Campellone made a motion to accept the disbursements up to the date of September 3, 2014 as described by Brother Mohan. Motion was seconded by Brother Zelenenki. Motion passed unanimously.**
- Board discussed the Local's "Winter Event". Possible bowling night was discussed based on success of past bowling nights. Brother Stancell will look into minor league basketball event. Issue will be discussed further at tomorrow's Council meeting.
- Brother Zelenenki made a motion to authorize \$10,000 for "Winter Events". Motion seconded by Brother Mohan. Motion passed unanimously.**

-Brother Gibson opened discussion on the updated web site. He stressed the importance of being able to communicate via the web site. Branch President's need to provide content for their respective branches.

-Advanced shop steward training will be given by Brother Paul Hogrogian. This training is scheduled for December 4, 2014; Branch President's and Chief Shop Steward's are expected to attend.

-Brother Stancell made a motion to authorize the expense's for advanced stewards training scheduled for December 4, 2014. Motion seconded by Brother Mohan. Motion passed unanimously.

-Brother Campellone made a motion to authorize expenses related to sending four(4) people to the Article 12 training in Washington D.C. on October 30, 2014. Motion seconded by Brother Mohan. Motion passed unanimously.

-Board discussed PAC contributions especially amongst shop stewards.

-Brother Gibson opened discussion on the Legislative Conference in Washington D.C. scheduled for May 12-13, 2015. Board discussed who will/may attend.

-Brother Mohan made a motion that the entire Executive Board attend the Legislative Conference in Washington D.C. scheduled for May 12-13, 2015. Motion seconded by Brother Stancell. Motion passed unanimously.

-Brother Gibson spoke about the newsletter and the importance of using newsletter to communicate with the membership. It is a valuable tool that should be maximized in terms of connecting with the membership.

-Brother Gibson opened discussions on motions made by a member at the Phila. NDC Branch Meeting. Board discussed the motion on postal banking and the pilot site being in Philadelphia.

The second motion submitted was on the Moral Monday Movement/Voters suppression; motion was for Local 308 to support the movement. Board discussed at length what their role is on issues such as this. Board agreed that while issues such as this are extremely important they believe their focus should be on Local issues within our geographic territory.

Additional items for discussion

-Staples usage; Board encourages avoiding the patronage of Staples whenever possible.

-Brother Campellone asked about upcoming training for new shop stewards. Brother Gibson said any new stewards or prospective stewards names should be provided to Local headquarters so a training seminar can be scheduled.

-Brother Gibson provided an update on the election protests arising out of Delaware. Protests are still alive.

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

Executive Board reconvened briefly on September 16, 2014.

-Brother Gibson provided a draft copy of a steward's duty time handout and then opened discussion on said handout. Board reviewed and discussed. Final copy will go out shortly but asked for feedback prior to distribution.

-Brother Rembelinsky asked if the Local is sending any representatives to the health fair seminar. Board discussed and agreed that no one will be attending this year.

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

Fraternally,

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308

