



# 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 DECEMBER 16, 2021**

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

John Gibson	President
Mike Rembelinsky	Treasurer
George Gohr	New Jersey State Rep.
Matt Matteis	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary
Brian Clark	Delaware State Rep.
Chris Lee	Vice President

-meeting called to order at 9:58 a.m.

**- Brother Zelenenki made a motion to accept the minutes from the October 6, 2021 meeting. Motion seconded by Brother Lee. Motion passed unanimously.**

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

- As previously reported the employer's national restructuring initiative has created administrative challenges related to hiring as well as the posting and awarding of duty assignments. Further, the turmoil within Labor Relations and HR is impacting our ability to resolve grievances at the lowest possible level. This has led to an increase in Labor Board charges for failure to provide information. The Local has engaged the employer through the counsel of Cleary, Josem & Trigiani in its effort to convert a Mail Handler Assistant to career status promised in a signed agreement over six months ago.

-During the period of this report the Union focused on a new tactic employed by Philadelphia PDC management as they "interfered with, restrained, and coerced employees exercising their Section 7 rights in violation of Section 8(a)(1) of the Act, by making... threats and statements of futility." We commend Sisters Bowens and Fallz for their leadership on this issue and those members who stood tall and provided statements in support of the Union's charge. The Board did defer the charge to the grievance procedure and that process is ongoing.

-The Local Union filed charges against the employer for failure to provide information necessary to bargaining within the York offices. Specifically, a request for staffing details was ignored by management, however, once the charge was filed the information was provided.

-As stated during the Local Union Council Meeting of October 7<sup>th</sup> and 8<sup>th</sup>, Branch Presidents have been tasked with ensuring timely movement on any and all grievances. Union HQ will lend any support needed.

-It appears that the issue of restricting overtime hours for mail handlers on the OTDL has ceased. After multiple discussions with the Chesapeake Division Director David Webster, the matter was elevated to the national level where it has since been corrected. In a related matter, we have been informed that employees on the OTDL who wish to work beyond twelve hours in a day are being denied. This was a topic on our last posting, and we have again notified all representatives for whom we have e-mail contact, of the Union's position.

-As previously stated, the Local Union Council met on October 7<sup>th</sup> and 8<sup>th</sup> and much of the discussion centered on the structural communication breakdowns and the resulting fallout. In addition, the Council vigorously discussed changes to the Local's By-Laws which were subsequently approved by National President Hogrogian on November 10<sup>th</sup>, 2021. The minutes of the Council Meeting of October 2021 as well as the updated By-Laws are posted on the Local's website as are all minutes from the Local's Executive Board meetings. In addition, on day two, the Local conducted an Article 12 workshop and discussion with those Council members in attendance.

-During the reporting period the Local attended the Semi-Annual Meeting of Local Unions held in Washington D.C. The minutes of this meeting were received from the National office and distributed to the Local Union Council. Of significance, a bargaining strategy session was held on the third day of the SAMLU as the Local Unions focused on the upcoming contract negotiations. To this end we encourage all members to submit their suggestions for improvements to our National Agreement.

-In person branch meetings have resumed in some locations with the Scranton P&DC the latest to convene on October 30<sup>th</sup>.

-Two social events for the members of Local 308, their families, and friends were also held during the period of this report including a Bowling Night on October 23<sup>rd</sup> in the Harrisburg-Lancaster area of the Local. The second event in the form of a Dinner Dance was held in the Philadelphia-South Jersey-Delaware area on December 4<sup>th</sup>. We were extremely pleased to have National President Paul Hogrogian and his wife Christine in attendance for this event.

-As of the most recent open case report dated December 9, 2021, 69 cases were pending at step three or arbitration. Since we last reported, the Local's arbitration schedule included six hearings before panel arbitrators. As currently docketed, an additional twelve hearing dates are slated through the end of February.

-During the period Local headquarters provided additional representational documents and reports to our representatives in the field. Regular updates to

the Local's website along with posted reports continue, informing the membership of the latest developments as well as their relevant contractual rights.

-In person training is expected to restart soon after the first of the year, beginning with New Steward's Orientation of approximately twenty attendees. This will be a two-day session.

-Managing the finances of this Local has been a high priority from day one of this administration and remains its continuing focus. Without sufficient resources there can be little representation. As we stand today, the state of the Local Union is strong. We are well-positioned to meet both the current and the foreseeable challenges those we represent might face. Treasurer Rembelinsky shall, during today's meeting provide a detailed report of revenues and expenses of this Local Union. We encourage the Board to continue to remain resolute as they manage the member's money.

-Membership numbers have increased for the Local as expected following the conversion of hundreds of Local 308 Mail Handler Assistants to full-time career status. We congratulate our National partners on this historic achievement as thousands of mail handlers across the nation were converted this year. However, while raw membership numbers have increased so have non-member rates as the employer's onboarding process has, in some instances, ignored the Union's contractual right to a face to face with new employees. This will obviously be a major focus of this office in the coming weeks and months as we look to strengthen the ranks of this great Union. Board discussed MHA retention at length.

-Brother Rembelinsky 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.

- Third quarter 2021 financial report

- A/P aging summary

- Vendor balance detail report
- Deposit detail report
- Check register checking account
- Check register master card account
- Code 84 line detail tracking
- Direct deposit tracking
- LIUNA payments
- Savings account balance
- Checking account balance
- CD account #1 balance

-Third quarter ended as of 9/30/21.

**-A motion was made by Brother Gohr to accept the disbursements for the period reflected on the report. Motion was seconded by Brother Lee, motion passed unanimously.**

-Brother Rembelinsky then went through a list of expenses that the Local has incurred or will incur. These include;

- Ameriprise investment discussion. Board discussed current global financial climate impacting investments from a general perspective. Discussion is relevant as Board continues to ensure that any Local investments minimize risk.
- Account balances for savings and checking accounts along with CD balances.
- Costs for both Executive Board and Executive Council meetings.
- Harrisburg social event (Bowling Party)
- Phila. area dinner dance
- arbitration costs
- t shirts costs for new members
- jackets and watches for retirees

- Leave balances for Brothers Rembelinsky and Gibson were provided to the Board as well as Office Manager Barbara Kane's leave usage thus far for 2021.
- As of PP#24 there are 2666 members.
- Vouchers for all Board members along with the tax payment receipts were on the table for Board members review. Brother Rembelinsky encouraged Board members to review vouchers.
- Brother Rembelinsky will be attending a financial seminar given by the National office for Local Union Treasurers.
- Board discussed time limit adherence for grievances(steps 1+2) within installations. Brother Gibson stressed the importance of moving cases forward timely.
- Brother Clark opened discussion on issues he's currently experiencing in Delaware getting MHA's converted.
- Board discussed a variety of issues that are occurring based on Human Resources (Shared Services) failures, I.E. Form 50 processing delays.
- Brother Gibson informed Board that "new steward" training will be scheduled for early January. Letters will go out to mail handlers to be trained.
- Board discussed Branch meetings starting up again. Some buildings have already held in person meetings.
- Board discussed Covid and it's far reaching impact within installations. Contact tracing has been problematic along with other OHNA concerns. I.E. how thorough is she performing contact tracing responsibilities.
- Board discussed the member giveaway (jacket), once there is a clear idea of the estimated costs a poll vote will be taken.
- Board had revenue discussions. Ameriprise investment will fluctuate based on market conditions. Board agrees that a long term view needs to be taken with the future looking bright.
- 1187 handling was discussed. With the Post office now using "virtual orientations" for new hires there is concern that some facilities will not meet face to face with the new hires before they hit the work floor. BP's need to ensure that the Union's right to meet with new hires is observed.

**Additional items:**

-Brother Gohr asked for input on how to handle a pending settlement. Brother Gibson advised him to crunch the numbers and submit them to PO.

Fraternally,

Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308