



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, 2019

Executive Board Members Present:

John Gibson	President
Mike Mohan	Treasurer
Nick Campellone	New Jersey State Rep.
Mike Rembelinsky	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary
Brian Clark	Delaware State Rep.
Chris Lee	Vice President

-meeting called to order at 10:17 a.m.

- Brother Zelenenki made a motion to accept the minutes from the September 12, 2019 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:

-The strength of the Local lay squarely with its ability to effectively address the industrial injustices that occur on a daily basis throughout facilities within their jurisdiction. Providing the tools needed to deal with these issues is an always evolving process and the Locals commitment to providing said tools has proven effective. While being effective there is always room for improvement

and 2020 will have an aggressive training agenda with training and workshops that will further hone our collective skills.

-Latest open case report shows 66 cases pending at step 3 or arbitral level.

This is a decline since the last report but still well below historical averages.

During the period of this report the Local has advocated eight (8) cases with an additional eleven (11) scheduled through the end of February 2020. A “pre-arb” settlement conference was scheduled for September 24, 2019 where eighteen (18) cases were resolved.

-The Local continues to finalize the majority of inventories under its jurisdiction per the RI-399 Updated MOU. Some outstanding problem areas still exist as we continue to attempt to conclude the process.

-Brothers Mohan and Gibson have attended Branch meetings for the Wilmington P&DC, the Lancaster P &DC, the South Jersey P &DC, the Legree S. Daniels P&DC, the Scranton P &DC, the Phila. NDC, the Phila. P &DC, the Lehigh Valley P &DC as well as the Trenton P&DC. Social events during the period of this report include the Lehigh Valley-Scranton picnic and the Harrisburg-Lancaster bowling event.

-Additional meetings attended during the period included a conference with the NLRB regarding a charge against the employer, multiple meetings with the Trenton Dispute Resolution Committee as well as the Norristown LDRC regarding the deployment of the Automated Delivery Unit Sorter (ADUS) and finalization of the updated facility inventory. Also attended was a Philadelphia District meeting and site visits were conducted at the Wilmington facility, the Phila. NDC, the Trenton P &DC and the South Jersey P &DC.

-The Local continues to keep the membership updated via bulletin board postings and communications along with a regularly updated and vibrant home page. <http://www.npmhu308.org/>

-A nomination meeting was held on December 14, 2019 for the election of Local Union offices. The Judges of Election met on December 16th, 2019 to review eligibility and handle other administrative matters. A fully vetted candidates list has been produced and should be posted in all facilities for review.

-The schedule for the election of delegates to attend the 2020 National Convention has been finalized by the Judges of Election. There is some concern about the overlapping of elections but the membership will be kept aware of the schedule and developments along each step of the way.

-Local has recently filed an unfair labor practice against the Service for failure to provide information requested. Two (2) charges have been filed, one in Philadelphia and one in the Central Pa. district. The Service has adequately responded to the Phila charge but nothing yet on the Central Pa. matter. Both situations are being monitored closely.

-The Local continues to manage finances in a manner that ensures that there are sufficient resources to defend the membership against any challenges that may arise. Under the Board's leadership expected disbursements are managed with ease while preparing for the inevitable unexpected challenges.

Membership dues revenue stream remains consistent due to enrollment rates among the highest in the country. There is hope that the value provided by the Mail Handler Benefit plan was recognized during the open season and that enrollment trends upward. Results are forthcoming and will be shared with the Board. The Local, for the first time in memory did a direct mailing to each member encouraging them to at least compare their current plan with the MHBP offering.

-A single poll vote involving an expense related to the conduct of this Union in the amount of \$10.00 was unanimously approved by the Board.

-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 2019 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 Franklin Mint Fed Cr. Union
- CD account #2 balance Franklin Mint Fed Cr. Union
- CD account #3 balance TIAA Bank
- Fed tax deposit

-Vouchers for all Board members were on the table for review, Brother Mohan reminded the Board of the importance of reviewing vouchers, MasterCard bills and LIUNA payments

- Brother Mohan reviewed the end of third quarter financial statement for 2019 providing detail on items included in report.

-Copies of the LIUNA payments made were passed around for Board to review. - Brother Mohan opened the floor for any questions regarding any of the reports that had been previously provided to the Board.

-Copies of the tax payments from September through December 2019 were passed around for review.

-Brother Mohan reminded Board/Branch Presidents that updated building inventories (computers, desk, and office equipment) are needed.

-Brother Campellone made a motion to accept disbursements for the period covered by the report. Motion seconded by Brother Rembelinsky. Motion passed unanimously.

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

- Training costs
- E-Board meeting

- Arbitration costs. Last year vs. this year. Costs are down.
- Social events costs.
- tree removal
- Union HQ work; taking bids to complete some maintenance work around Union HQ.(Pressure wash, brick point, window caulk, side-walk patch, chimney service)
- Savings, checking account, CD balances + maturity dates
- Holiday gift card costs.
- Total paid membership as of Pay Period 23, 2019 was 2025.
- Local has approximately 94.74 % membership rate.
- Leave hours/balances of Local President, Treasurer and Office Manager were discussed.

-Brother Gibson opened discussion on the upcoming election cycle. Judges have vetted all candidates and have found them all to be in good standing and thus eligible. Board discussed election procedures. Judges have set a schedule for the upcoming National Convention election cycle. Consideration was given to minimize potential impact to either election cycle due to overlap. Tentative election cycle is as follows for the 2020 National Convention;

January 22, 2020-nominations notice will be mailed out

February 22. 2020-nominations meeting

March 18, 2020-ballots go out

April 18, 2020-ballots will be counted

-Board discussed voucher submissions for advocates doing hearings. Outstanding issues were reviewed and upon discussion have found that the issue has been satisfied. Administration understands that more clarity is needed during training regarding voucher submissions for advocates.

-Board discussed the Mohan retirement question. Plan is for attorney to draft a document for the Board's approval that in the event that there is any impact to Brother Mohan's retirement that he will be protected.

-Brother Gibson opened discussion on the Office Managers salary. Board discussed.

-Brother Gibson made a motion to upgrade the office manager's salary effective January 1, 2020 from level 4 to level 5. Motion seconded by Brother Mohan. Motion passed unanimously.

-Brother Gibson proposed the purchase of another certificate of deposit in the amount of \$100,000.00. Brother Mohan will research rate of return. Motion seconded by Brother Zelenenki. Motion passed unanimously.

-Brother Gibson opened discussion on the "chief in charge" position. Board discussed eliminating the "chief in charge" designation. Consensus is that the designation of said position falls under the purview of the Local President.

-Brother Gibson informed Board that the next training session to be scheduled will be new stewards training. This training is scheduled for the end of January. "OWCP" training session is tentatively scheduled for February 12th and advanced grievance construction is slated for March 25th + 26th.

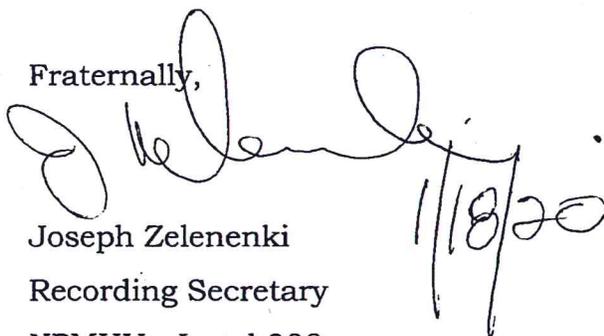
-Board discussed upcoming social events. In lieu of the bowling event it was agreed to combine the "swearing in" ceremony with the dinner dance. Details to be determined.

-Lehigh Valley will have a bowling party social event with details forthcoming.

-Next Executive Board meeting will be held March 20th, 2020.

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

Fraternally,



Joseph Zelenenki
Recording Secretary
NPMHU - Local 308