



# 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 29, 2016**

### **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

-meeting called to order at 10:20 a.m.

**-Motion was made to accept the minutes from September 27, 2016 Executive Board meeting by Brother Rembelinsky. Motion seconded by Brother Zelenenki. 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:

-During the period of this report, Local 308 has prepared and presented eleven(11) grievances for arbitration across all three(3) districts. Another thirteen(13) are scheduled for the first two(2) months of 2017. Current docket, excluding jurisdictional disputes sees approximately 110 cases pending arbitration.

-How the Local's representatives respond to the day to day transgressions against members will be the subject of continuous scrutiny. Preparing and training Union

representatives and then providing continuing support can and will enforce our standing in the workplace.

-In addition to enhancements in our 2017 training regiment, the recently implemented Branch President oversight measures should begin to pay dividends on the workroom floor where it is most needed.

-During the reporting period Brothers Mohan and Gibson attended branch meetings for Harrisburg, Scranton, Delaware, Lancaster, Trenton, South Jersey, and the Phila. NDC and P&DC facilities. Brother Gibson has also toured the workroom floors of the Lancaster, Harrisburg, Lehigh Valley, Scranton, South Jersey facilities and both the Philadelphia NDC and P&DC. In addition, he has co-conducted OWCP as well as Introductory Steward's training. During this period he has also attended the SAMLU, the MHBP seminar, conducted a Local Union Council meeting and coordinated the Reading site visit. Also included was a Union sponsored retirement seminar in the Lehigh Valley-Scranton area.

-Local 308 is challenging the imposition of Article 12 withholding on segments of the Local as a result of potential impacts to other crafts. It is Local 308's position that sufficient duty assignments exist within the impacted crafts to absorb those affected, thereby negating the need for any mail handler job withholding.

-Status of the Scranton consolidation into Lehigh Valley remains unchanged. No action is currently pending but the situation will continue to be monitored for any change. Scranton has seen some complement growth with both an MHA conversion and an E reassign to the facility.

-Pending impact to the Norristown Tri-County facility has been cancelled. The permanency of this action still remains unclear.

-Local has endeavored to re-establish mail handler positions within the Reading Post office. As such, both time and resources have been committed to accomplishing this goal. Local engaged a team of experienced representatives to observe the entire operation over a 5 day period which resulted in a grievance filed with the goal of returning mail handlers to the facility.

-The importance of MHA conversions cannot be overstated. The creation and protection of career duty assignments with the goal of facilitating the conversion of MHA's into career Mail Handler positions remains paramount. While automatic conversion will occur for a significant number of MHA's within the Local with the

pending ratification of the National Agreement, we still continue to press for immediate conversions. Central Pa. has seen some conversion success and the Local has engaged the Article 12 task force to push the issue wherever we can. Despite this success we must stay on high alert to challenge any delay.

-Informational packets along with ballots should be in the mail shortly for ratification of a new National Agreement. As such comes the prospect of potential Local Negotiations. The period for opening Locals is set for a consecutive 30 day period between March 1st 2017 through April 29th, 2017. Deadline for notification will be March 15th.

-National discussion regarding a global jurisdictional settlement are ongoing.

-Local 308 continues to push for our day in court regarding two outstanding Philadelphia L&DC(Swedeseboro) disputes that are pending arbitration. USPS claims to have no advocates trained in the area to handle jurisdictional cases. Local 308's Executive Board will discuss options moving forward on the matter.

-Legislative agenda for the next 4 years will include an effort to neutralize any attacks on the people we represent. Securing the future of the USPS is paramount in our protection of the bargaining unit. The NPMHU Legislative Conference which will be held May 8th-9th 2017 should provide us with an opportunity to advance the Unions agenda.

-Local 308 continues to responsibly manage their resources while providing an ever-increasing level of representation. While 2016 presented us with many financial challenges, we anticipate continued asset growth in 2017. A high level of fiscal restraint is needed in order to do so. Local must balance the costs of providing first class representation while still growing the "war chest" required to get the job done. There is still plenty of work ahead as Local 308 continues to build the resources needed to preserve the bargaining rights of the membership.

-The following poll votes were conducted since the last Executive Board meeting. The outcomes of said votes are listed below.

***Local 308 shall waive \$.50 of the next \$1.00 dues increase in accordance with the National and Uniform Local Union Constitutions. Following this waiver the regular dues amount for members of Local 308 shall be \$22.50 per pay period. All those in favor or opposed please so indicate.***

***Aye-6, Nay-0, No Vote-1***

-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 2016 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

-Savings account balance

-Checking account balance

-CD account balance

-tax deposit

- Brother Mohan reviewed the third quarter financial statement for 2016 providing detail on items included in report. Informed Board that 3rd quarter is almost always a negative based on the Council meetings and Summer Event.

-A review of the AP aging summary report shows that everything is current, no outstanding or late bills as of 12/20/16.

-Board reviewed the vendor balance detail report. The report gives a list of all the vendors the Local uses, their bills submitted for payment and the check number, date check submitted, the amount of the check and the balance.

-Board reviewed the deposit detail report includes all deposits made into savings and checking.

-Board reviewed the check register report. This report shows any checks written, including loan payments.

-Board reviewed and discussed the code 84 line detail report which shows all code 84 paid from pay period #19- 2016 through pay period # 25- 2016. Report also shows what the code 84 entailed.

- Board reviewed 2016 Direct Deposit report.
- Board reviewed the Liuna payments made for the period of September of 2016 through November of 2016.
- Savings, checking account and Certificate of Deposit balances were provided as of December 29, 2016.
- Vouchers for all Board members were passed around for review.
- Board reviewed Federal tax payments.
- Brother Mohan then went through a list of expenses that the Local has incurred or will incur. These include;
  - Tax payments
  - Training costs, OWCP training, new shop steward training
  - Arbitrators costs
  - Social events costs for 2016
  - Additional representatives qualifying for Liuna pension costs
  - Conventions(MHU, Liuna) costs
  - Costs of Reading site observation/study
  - Executive Board approved political mailing
  - Members holiday gift cards
- Brother Mohan reported that LIUNA debt has now been paid in full.
- Total members as of Pay Period #25 was 2226.
- Local has approximately 94.88% membership rate.
- Executive Board unanimously approved a meal voucher submitted without a receipt for individual working on Local 308's behalf.
- Leave hours used by Local President, Treasurer and Office Manager were discussed.
- Brother Mohan reminded Board that he still has pending "lost leave" from 2015.
- Brother Campellone made a motion to accept disbursements for period covered by the report. Motion seconded by Brother Zelenenki. Motion passed unanimously.**
- Board discussed the importance of 1187 submissions. It is imperative that they be processed as efficiently as possible.
- Board discussed gift card drawings for mail handlers currently working in AO's under Local 308's jurisdiction. State reps need to ensure that a drawing is done for their respective states.

-Brother Gibson opened discussion on the tentative National Agreement. Board discussed various aspects of the agreement and its effect on the craft. This discussion included potential retroactive pay based on raises historically given in November. Raises, health benefits costs, MHA benefits, "no layoff" clause and COLA's/cost of living increases.

-Brother Campellone asked about retroactive holiday pay for MHA's. Union's position is that retroactive holiday pay is appropriate and if not paid needs to be challenged locally.

-Board discussed the 2017 Winter Event which will be a bowling party. Board discussed when it will be held. Target date is January 28, 2017 but may change based on availability of the facility.

-"Swearing in" ceremony is scheduled for March 18, 2017. Board discussed the logistics of upcoming event

-Board discussed the possibility of joint training with Labor reps. from the USPS on the terms of the new National Agreement. This type of joint training has been conducted in the past.

-Board discussed the pros and cons of opening LMOU's for negotiation. Cutoff date for notification of opening LMOU's is March 15, 2017. Local 308 will look at each individual facility within its purview to determine viability of opening Locals.

-Board discussed specific issues within individual facilities. I.E. assignments by seniority, OTDL being administrated by Union, higher level details, employee movement...

-Additional OWCP training is forthcoming for Branch Presidents and Chief Shop Stewards. Brother Gibson hopes to have additional trainings throughout the year on a number of topics.

-Board discussed the issue with the Postal Service stating they have no RI-399 advocates within Eastern Area. Board discussed how best to proceed. In addition, Board discussed potential global settlement and its impact both Locally and Nationally.

-Board discussed grievance oversight. Branch Presidents have been charged with reviewing cases coming out of their respective facilities for completeness.

-Legislative Conference is scheduled for May 9th and 10th of 2017. Brother Gibson asked Board members if they had interest in attending said conference.

-Brother Gibson encouraged Board members to submit articles for the next edition of the Local's newsletter. Newsletter is a great forum for communicating with the membership.

-Additional items:

-Brother Campellone informed Board that the climate survey results are still pending in South Jersey. Board discussed. Board also discussed process for getting mail handlers into the AO's when employees retire or positions become available.

-Brother Bahrle informed Board of the ongoing issue with MDO Minhas in Trenton. Board discussed how best to handle these issues.

-Brother Rembelinsky opened discussion on holiday postings concerning MHA's and casuals. Board discussed.

-Board discussed SRT/Call Center arbitration and its impact to the mail handler craft.

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

Fraternally,



Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308