



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 2, 2015

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.

-minutes from September 15, 2015 Executive Board meeting have already been accepted and made available throughout the Local including the Local's web page.

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

-Union headquarters continues to provide contractual and logistical support throughout the Local to representatives in the field through reports, collective bargaining updates and arbitration awards/decisions. In addition, advocates across Local 308 continue to arbitrate a variety of issues throughout all three districts under its jurisdiction. The docket now sees approximately 120 cases at either step 3 or pending arbitration.

-A nationally generated vacancy report identifying duty assignments available for reassignment and conversion is being distributed to the field. Postal management in some Local 308 installations has reverted residual positions based on flawed staffing analysis. These reversions are being challenged in installations in which they are occurring.

-The Services network rationalization initiative has been placed on hold through April 2016 with the Scranton facility still scheduled for an AMP impact on or after the April date. This impact is still being closely monitored.

-Brother Gibson, during the current reporting period has toured the workroom floor in Wilmington, Trenton, Lehigh Valley, Lancaster and Scranton facilities as well as the Phila. P&DC. In addition, Brothers Mohan and Gibson attended branch meetings for Harrisburg, Wilmington, Scranton, Lancaster, Trenton, South Jersey, and the Phila. NDC and P&DC facilities. Brother Gibson has also met with Postal management for a variety of reasons including a Trenton staffing meeting and LDRC meetings in both Lehigh Valley and Norristown. Additional activities include attending a National Field Negotiating Committee meeting and conducting two training sessions within Local 308 with National Trainer Tim Dwyer.

-Local continues to publish and distribute regular informational bulletins to the membership while maintaining the Local's web site with timely, relevant materials. Communicating with the membership extends to the Local's social events as they prepare for the Winter Event scheduled for January 16, 2016.

-Local 308 continues to responsibly manage their resources while providing an ever-increasing level of representation. Over the coming months the Local will be faced with National negotiations and the once in a generation expense of three(3) elections; NPMHU and LIUNA convention delegates as well as officers for the 2017-2021 term. The number of delegates and expenditures were determined at the 2015 Local Union Council as required by the National and Local Union Constitutions. Both delegate and judge information has been submitted to the National office.

-Mail Handler Benefit Plan Seminar took place in Atlanta Georgia from October 8th through the 11th. Brothers Rembelinsky and Turner were in attendance. This year is an important year for the MHBP as they transition from Coventry to Aetna with the potential increase in revenue generated by the plan enhancing our ability to represent our members.

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

As discussed during our most recent Executive Board meeting , please review the investment options we were provided and provide this office with some feedback as soon as practicable.(7-Ameriprise, O-Costello)

-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 2015 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

- Brother Mohan reviewed the third quarter financial statement for 2015 providing detail on items included in report.

-A review of the AP aging summary report shows that everything is current, no outstanding or late bills as of 11/25/15.

-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 #20- 2015 through pay period # 24- 2015. Report also shows what the code 84 entailed.

-Board reviewed 2015 Direct Deposit report.

-Board reviewed the Liuna payments made for the period of August of 2015 through October of 2015.

-Savings and checking account balances were provided as of November 25, 2015.

-Vouchers for all Board members were passed around for review.

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

-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, defense to discipline, new shop steward training

- Financial management seminar

- Arbitrators costs

- Winter event costs

-Total dues paying members as of Pay Period #18 is 2145.

-Local has approximately 90% membership rate which is slightly above National level.

-JG initiative has generated \$139,604.00 Initiative has "sunset" as of PP#24 of this year.

-Board discussed the purchase of a new copier once the current copier lease expires. When specific details become available a poll vote may be conducted to authorize the purchase.

-Board discussed at length how "Ameriprise" investment will be allocated. Referenced "hand out" from Council meeting. Items of concern are;

- how stock market certificate and 3 year income plus cd works

- "fees" need to be clarified

-Board wants to meet with Shimp prior to committing any resources. Will develop a "Q + A" for meeting to cover all concerns.

-Brother Mohan will contact Shimp regarding his availability to meet with the Board.

-Board wants to make final determination on asset allocation by year's end.

-Board discussed the "Winter event" scheduled for January 16, 2016. Board discussed keeping the price of ticket costs same as last year's costs.

-members free

-1st guest \$25.00

-all additional guests, \$35.00

-Brother Mohan made a motion to set ticket prices as described above. Motion seconded by Brother Rembelinsky. Motion passed unanimously.

-Board discussed potential issues arising from the expiration of the National Agreement.

-Brother Gibson opened discussion on representation/training. Board discussed the "defense to discipline" training. Contract Interpretation Manual is integral when arguing discipline cases. Use of "interviews" needs to be expanded. Board discussed scenario's occurring under disciplinary procedures.

-OWCP training is upcoming. Brother Gibson wants training to be performed by a representative from the Department of Labor.

-FMLA training will be scheduled in the near future. The FMLA training manual is currently being updated at the National Headquarters. Training will not occur until after updating has taken place.

-Board discussed RI-399 issues. Brother Gibson would like to schedule training so representatives will have a working knowledge of jurisdictional issues.

-Additional items;

-Brother Campellone opened discussions on the arbitrability of a case heard this week in South Jersey. Board discussed.

-Brother Mohan let Board know he was going to pay shop stewards next pay. May require moving funds from savings to checking.

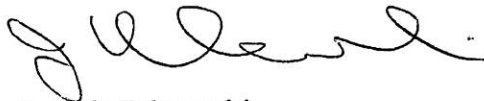
-Brother Bahrle informed Board that he was getting some inquiries about T-shirts from mail handlers who came over from Monmouth/Kilmer. Board agreed that any

union members that came from Monmouth/Kilmer who haven't already received a shirt should be given a shirt.

-Brother Rembelinsky performed a site visit to Bustleton. He said there may be some potential jurisdictional issues with call center work. At this time there is no inventory for the facility.

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

Fraternally,

A handwritten signature in black ink, appearing to read 'J. Zelenenki', written in a cursive style.

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308