



# 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 6, 2018

#### **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.

-meeting called to order at 10:12 a.m.

-Brother Lee's absence from today's meeting was anticipated and excused.

**- Brother Rembelinsky made a motion to accept the minutes from the September 26, 2018 meeting. Motion seconded by Brother Clark. 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:

-Representing the membership entails wading into the legislative arena and has for some time. Postal reform is real and electing those who have our best interest at heart is critical. As such, the Local encouraged the membership to get out and vote during the midterm elections and support those candidates that support Postal employees. As a result it appears that the legislative landscape has now tilted towards working men and women but the end result is not yet known.

-With the recent release of the *“Report from the Task Force on the United States Postal System”* there is renewed concern for postal employees as the report recommends not only doing away with collective bargaining but also that “USPS employees should not be afforded protections and rights not enjoyed by other federal employees.” In addition, despite the fact that the risk of injury is far greater for Postal employees as compared to other federal employees the report recommends cuts to benefits for ill and injured employees with cuts to FECA which could save an estimated \$117 million over ten (10) years. The full scope of the report at this time is difficult to measure but the threat is clear and palpable.

-Political rallies were held on October 8<sup>th</sup> in a number of congressional districts ahead of the mid-term elections with Brothers Mohan and Gibson in attendance at the Philadelphia rally. This rally was well attended with representatives from all Postal Unions as well as local Members of Congress.

-Implementation of the RI-399 Update MOU moved forward as the National Joint training program was rolled out on the east coast in Atlantic City over the three day period of November 14<sup>th</sup> through the 16<sup>th</sup>. Representatives from all 3 districts under Local 308’s jurisdiction attended along with APWU and USPS management. The greatest challenge to the process will be to actually sit down with the parties and meet the December 31<sup>st</sup> deadline for completion of updated inventories.

-Within the NDC local management along with the Eastern area asserted an operational change and assigned clerks to work in mail handler operations on the LCUS. This violates a number of provisions within the original RI-399 procedures as well as the Updated MOU. A dispute has been filed.

-With the release of the Task Force Report and its rippling effect, the potential for additional facility consolidations remains real. Within Local 308’s jurisdiction, the Scranton P & DC is the only targeted facility. While there are no current indications that the Service will move forward, we remain aware of the possibility.

-The process of retreating mail handlers to the Norristown Tri-County office continues as the Service has not met the agreed upon staffing levels.

-The open case report dated December 3<sup>rd</sup>, 2018 reflects 32 grievances pending arbitration, which is a 33% reduction since our last report. Another 74 cases are pending at step 3 while the Local has conducted eight (8) arbitration hearings during the period of this report.

-Meetings conducted and attended during this period include Local Union Council (9/27/18), Branch Meetings for South Jersey,Scranton,Harrisburg,Philadelphia NDC+ P &DC, Lehigh Valley,Lancaster,Trenton and the Wilmington facilities. Brother Gibson also toured the workroom floors of the Phila NDC as well as the Trenton P &DC along with attending an LDRC meeting for the Norristown Tri-County facility.

-The Local's commitment to training continued as a two-day Steward's introductory session on 10/24+10/25 was held, Brother Campellone provided assistance for these training days. Advanced training session scheduled for 11/15/18 was cancelled due to weather but will be rescheduled for early 2019.

-A social event was held on 9/29/18 in the Harrisburg area for members, friends and family. The event was well attended and highly successful.

-Local's financial position remains strong as revenue continues to outpace expense. Local 308's mantra of "revenue equals representation" is as relevant today as ever as the vigilance and discipline exhibited by the Executive Board continues to demonstrate a commitment to fiscal responsibility. Membership levels are at the highest rate ever at 94% Local wide due to the work of the Branches enrolling new members as soon as they enter the work force.

-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.

- Third quarter 2018 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 balance Franklin Mint Fed Cr. Union

-CD account balance TIAA Bank

-Vouchers for all Board members were on the table for review, Brother Mohan encouraged everyone to review them as it is part of the their responsibilities to remain vigilant.

- Brother Mohan reviewed the end of third quarter financial statement for 2018 providing detail on items included in report.

-Copies of the LIUNA payments made were passed around for Board to review. Three (3) additional Council members will qualify for Liuna retirement contributions this year.

-Brother Mohan opened the floor for any questions regarding any of the reports that had been previously provided to the Board.

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

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

-Training costs

-RI-399 meeting, E Board meeting (9/26/18), Council meeting

-Social events costs. Board discussed why Clementon Park event was cost effective.

-Membership holiday gift cards

-Political mailing

-Savings, checking account, CD balances

-Total paid members as of Pay Period #23 2018 was 2189.

-Local has approximately 94.19 % membership rate. MHA rate is 96%.

-Leave hours/balances of Local President, Treasurer and Office Manager were discussed.

- Board discussed the potential Mohan retirement issue.

-Board discussed declining numbers within the mail handler complement and its potential impact both in the short and long term.

-Brother Mohan cautioned Board to remain vigilant to ensure continued financial security for Local.

-Brother Gibson opened discussion on Board investing in an additional certificate of deposit. Board discussed and agreed in principle but tabled the idea for future development.

-Board reviewed estimates for parking lot resurfacing for Union HQ. Topic was discussed at previous Executive Board meeting.

**-Brother Zelenenki made a motion to authorize expenses related to parking lot resurfacing. Motion seconded by Brother Rembelinsky. Motion passed unanimously.**

-Dates for upcoming training sessions were discussed. The “Advanced steward/grievance construction” training session which was cancelled in November due to weather will be rescheduled sometime in March 2019.

-Board discussed “communication” and how best to promote communication with the membership. Brother Gibson is in the process of developing an “app” similar to Local 300’s app. Board discussed “Facebook” page for the Local. While it has already been agreed that a “page” will be developed it is still in the process of being constructed. On a side note Brother Mohan asked that the link for the Treasurers page be moved to top of Local 308’s web page.

-Brother Gibson reminded Board members that the National office has put the call out for bargaining unit proposals I.E. “contract changes”. Please submit any suggestions to Local Union HQ as soon as they are received by your respective offices.

-Brother Mohan asked how the White House report could impact contract negotiations. Board discussed. Brother Gibson encouraged Board members to read the report.

-Brother Gibson gave a brief synopsis on the “US mail not for sale” rally. While the notice provided was short, the turnout was good.

-Board discussed Local implementation on the “Day of Observance” for President Bush’s passing. I.E. administrative leave issues

-Brother Gibson opened discussion on issues with settlements not being paid. Local will look to pursue any avenue available in order to secure implementation of monetary settlement/awards.

-Local 308's membership drive is slated to begin January 1, 2019. Local will send "postcards" to non-members encouraging them to join.

-On January 29, 2019 Lehigh Valley will hold a bowling party. Event is open to all ages. Board discussed the per capita costs of social events and the price per person for the Lehigh event. Board discussed what the costs for guests for the event will be as members are free. February 16, 2019 is the date for the Philadelphia Bowling event.

-Board discussed the number of mail handler positions that work on LCUS, HSTS and HSUS machines around the Local. These jobs have now been secured with the signing of the National RI-399 MOU.

-Board discussed the 2019 SAMLU which will be held in Atlantic City. Board discussed the logistics of holding the Executive Council meetings during the SAMLU.

-February 28, 2019 is the tentative date for next Executive Board meeting.

**Additional Items**

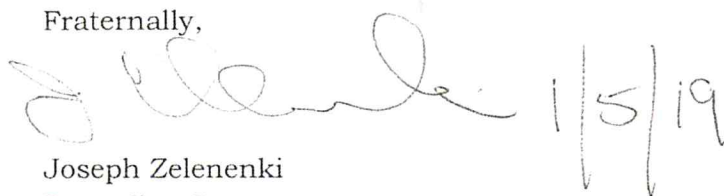
-Board discussed MHA leave policies within the different facilities.

-Board discussed 204 B bidding. CBA and CIM were reviewed when determining whether a 204 B can be slotted into a residual vacancy.

-Brother Campellone informed Board of his progress regarding the individual RI-399 meetings that must be held concerning the individual "AO's".

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

Fraternally,



Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308