



# 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 7, 2022**

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

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

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

**- Brother Zelenenki made a motion to accept the minutes from the October 4, 2022 meeting. Motion seconded by Brother Gohr. 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:

-Local 308 has gotten a preview of impacts related to the PMG's 10 year plan with both Trenton and the Phila P & DC being informed that all FSS bids would be abolished. While this is just the beginning of what we can expect to be an intense relationship with Article 12 of the National Agreement over the coming months and years, there is currently no hint of an implementation of the most severe circumstances Article 12 can offer, (i.e., hours curtailment and facility excessing) however, the disruption of abolishment and imposed schedule changes can obviously affect the lives of mail handlers and their families. In light of the potential challenges we might face, the Local will conduct a comprehensive workshop for Local representatives covering all matters related to Article 12 early in the coming year.

-The failure of the USPS in recent months to recognize grievance appeals to Step 3 of the process are creating greater delays in their final adjudication. Open case reports are distributed to branch leadership by Local Union Headquarters to be monitored and generally ensured appeals to Step 3 by confirming their arrival, but there are exceptions along with room for improvement. Additionally, there are further concerns regarding our ability to timely present our arguments before panel arbitrators as the employer has exerted virtual total control over the scheduling mechanism.

-This condition is obviously not conducive to our mission of moving cases to hearing as quickly as possible. Regional Representative Patrick Donovan has begun an investigation into the lack of hearing dates and their causes. Currently the New Jersey District as well as the Delaware-Pennsylvania 2 District is the primary offenders as our backlog grows.

-As of the most recent open case report dated November 23, 2022, 132 grievances were pending at step three or arbitration, a 32% increase since we last reported. The Local's arbitration schedule included just two hearings before panel arbitrators during this period with a measly total of four hearing dates slated through the end of January 2023.

-Local Union headquarters continues to provide representational guidance, documents, and reports to our representatives and officers 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 applications. The Local has continued its direct informational mailing program to members during this period with the most recent edition describing what to do if you are injured at work. Previous mailings included information regarding Weingarten Rights and requesting Union representation.

-During the period of this report, Local President Gibson and Treasurer Rembelinsky have attended Branch Meetings for the Scranton, Lehigh Valley, Wilmington, and Philadelphia P&DC's as well as the Philadelphia NDC in the Delaware Pennsylvania – 2 District. They have also attended meetings with the members of the Trenton and South Jersey P&DC's in the New Jersey District as well as members of the Lancaster P&DC in the Pennsylvania -1 District

-The Local also conducted a site review of the Williamsport facility as that office has been identified nationally as a site for conversion into a Sorting and Distribution Center. Upon arrival we were informed that the S&DC conversion had been postponed until the middle of 2023. As we approach the Williamsport conversion into an S&DC another review will be scheduled in an effort to reintroduce mail handlers into that office.

-A Local sponsored event was held as members, friends, and their families attended a dinner-dance held in the Lancaster-Harrisburg region of the Local on November 19, 2022. Unfortunately, the event was cut short due to a Water Main issue. All paying attendees were refunded the full cost of their tickets. The Local has scheduled a bowling event in the Philadelphia-Delaware-South Jersey region on Saturday February 4, 2023. In addition, a minor league hockey outing in the Lehigh Valley-Scranton area of the Local has been scheduled for February 25<sup>th</sup> of next year. As details are finalized, they will be posted on the Local's website as well as each facilities Union bulletin boards.

-The Local conducted a steward's orientation on October 12, 2022 for an additional fourteen new stewards as well as a Step Two workshop for representatives of the Philadelphia P&DC.

-The Local's financial condition remains robust and well-positioned to meet our current needs and any future challenges they may face. Treasurer Rembelinsky during the Executive Board Meeting of December 7<sup>th</sup>, 2022, provided a detailed report of the revenue and the expenses of this Local Union.

-During this period Local 308 attended the Mail Handler Benefit Plan Open Season Seminar held over the two-day period of October 7-8, 2022 in New Orleans. Attending this event were Pa State Executive Board Member Brian Carson and Treasurer Mike Rembelinsky along with Local President John Gibson. Further, in support of the Mail Handlers Benefit Plan the Local has mailed an informational postcard to all members regarding this year's Federal Employees Health Benefits Open Season. This Union urges all those who do not already have MHBP to compare our plan with their current plan. Board discussed MHBP and how there appears to be more interest in moving to that plan.

-We are proud to report that membership enrollment rates remain among the highest in the nation, still well above the 90<sup>th</sup> percentile. Since last reported

our membership totals have increased along with an increase in paid members. Again, we thank Brother Rembelinsky for his tireless work along with Branch leadership in ensuring our organizing efforts remain vigorous.

-Finally, the Local has begun its election process for the next term of office which shall commence March 11, 2023. Judges of Election have been appointed with the Notice of Nomination meeting mailed to all members at least thirty days in advance of the Nominations Meeting, which is scheduled for December 10, 2022 at 10:00 am.

-No poll votes were taken during the period of this report.

-Brother Carson informed the Board that the Harrisburg "mega-plant" has been confirmed. As details become available they will be disseminated.

-Brother Rembelinsky was unable to provide a "Treasurers Report for the 3<sup>rd</sup> quarter 2022" in advance of the meeting due to illness. Board reviewed the following reports together.

- 3rd quarter 2022 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 TIAA bank

-Brother Rembelinsky informed the Board that all bills are "current" as of today's date December 7, 2022, which was the date of the Board meeting.

**-A motion was made by Brother Gibson 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 balance; Board briefly discussed issues with investment strategies.
- Account balances for savings and checking accounts along with CD balances.
- arbitration costs year to date
- Social events costs
- Branch meetings
- NPMHU convention costs
- Training sessions and costs related to said training(code 84, lunch)

-Board discussed stolen check issue; Brother Rembelinsky has already taken steps to open new accounts to limit potential impact to the Local.

-As of PP#22 there are 2626 dues paying members.

-Leave balances for Brothers Rembelinsky and Gibson were provided to the Board as well as Office Manager Barbara Kane's leave usage and balances.

-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 Carson asked if there are any potential ways for reimbursement checks to be paid via "direct deposit". Board discussed. Brother Rembelinsky will investigate ways to do so.

-Judges are confirmed for the nomination meeting scheduled for December 10, 2022. Ballot count will be scheduled by the judges but based on the time lines it looks like it will occur on February 11, 2023.

-Brother Gibson opened discussion on "open case reports". He emphasized the importance of BP's reviewing these reports to ensure all appealed cases are listed.

-New stewards training will be scheduled for a January date to be determined.

-Board discussed the step 2 training held on 11-28-22 along with how step 2's are heard in their respective installations.

-Branch meetings were held for all facilities with the exception of one facility, that facility requested and received a waiver due to safety concerns based on the location where previous meetings were held.

-Dues increase implementation will be occurring PP 25-22. Board discussed the increase and how the Local has waived a portion of the increase.

-Upcoming social events; bowling events are scheduled for January 21, 2023 in Harrisburg and February 4, 2023 in the Philadelphia area. Tickets are available February 25, 2023 for the Scranton Penguins ice hockey team. All events require registering with Local 308 office manager Barbara Kane.

-Swearing in ceremony for newly elected and reelected officers is scheduled for March 11, 2023.

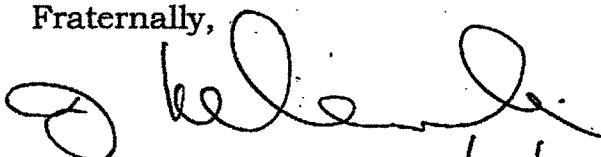
**Additional items:**

-Brother Rembelinsky requested copies of the gift card recipients from the holiday gift cards giveaway for each respective facility. Brother Gibson reminded Board members that it's a requirement.

-Brother Zelenenki opened discussion on the changes that the Post Office/DOL has instituted regarding filing compensation claims. Board discussed how to address the management requirement to assist employees with OWCP claims. Board discussed this at length with the consensus being that **enforcement** of claim processing will be the best method to ensure the employee's rights are being protected.

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

Fraternally,

  
Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308

1/6/23