



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

July 3, 2018

Executive Board Members Present:

John Gibson	President
Chris Lee	Vice 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 10:02 a.m.

-Motion was made by Brother Campellone to accept the minutes from March 29, 2018 Executive Board 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 greatest threat to both Local 308 and the entire NPMHU lies in Washington D.C. in the form of the "Presidential Task Force". The task force is charged with evaluating the operations and finances of the USPS. There is real concern based on a recent report from the Office of Management and Budget that the task force will call for a "transition of the Service into a private entity." If this move takes place it would be devastating to those we represent. A review of some of the Executive Orders signed by

the President regarding the Federal sector has the "stench of Union busting" attached to them. The scope of the looming impact is not yet known but it is something that will require our attention both now and in the future.

-Installations across the Local continue to "dig out" from the Service's introduction of the F-1 scheduler. Many of the grievances associated with both abolishments and reversions have been resolved with the potential for more settlements to come.

Change based on the scheduler is still looming but the Local stands ready to challenge these scheduling modifications that impact the membership. There is still room for optimism though as the Service has added scores of career path bargaining unit mail handles to installations in all three(3) districts under Local 308. These hirings have offset the attrition that has been occurring over the last year.

-Local office has met with the Williamsport LDRC due to the grievance filed regarding the usage of APWU members to perform mail handler work in that office. The effect of the National RI-399 national settlement and how it impacts the Williamsport and Reading challenges will be discussed at today's meeting.

-The Scranton facility still faces potential impact as the employer has not officially cancelled this event, retaining sixty two(62) facilities on the list for consolidation. Nationally, it is understood that new feasibility studies would have to be conducted prior to any impacts.

-Current open case report reflects 112 cases pending arbitration. This is a significant decrease(55%) since last reported. 150 cases were resolved primarily based on pre-arbitration discussions with the employer. During the period covered by this report the Local conducted twenty two(22) arbitration hearings with seventeen(17) more scheduled through August.

-Brother Gibson has conducted facility visits during the period for Wilmington, South Jersey, Trenton and the NDC branches. Both Brothers Mohan and Gibson attended meetings for Lancaster, Scranton, Harrisburg and Lehigh Valley Branches in Central Pa., South Jersey, Wilmington and Trenton in the South Jersey district and Branch meetings for the Philadelphia NDC and P&DC.

-Local has held two(2) social events during this period, the Harrisburg-Lancaster Bowling party and the Phillies game. Additional events are scheduled; Clementon Park and the Harrisburg-Lancaster picnic in August as well as the Leigh Valley-Scranton picnic and another Phillies game slated for September.

-Local has purchased an additional CD(certificate of deposit) in the amount of \$100,000.00 and rolled over the existing certificate at a rate of 2.5% for another two(2) years. Managing the Locals resources in order to provide the highest level of representation has allowed this Local to be solidly positioned to fully defend the contractual rights of those we represent anywhere and anytime.

-Local 308 enjoys one of the highest ranks throughout the nation in regards to membership rates. As demonstrated, our sustained membership rates are a function of the level of representation we continue to provide. This includes training and equipping our representatives to better serve the membership at the highest levels.

-As discussed at the March Executive Board meeting the revenue stream generated by the MHBP is stagnate, so strategies to improve enrollment took place. The Local's revenue streams are critical to their ongoing success and as such, any impact to this stream must be addressed.

-Finally, a number of poll votes were conducted and identified since the last Executive Board meeting regarding business related expenses.

-Board discussed the "Janus" decision and its potential impact for Unions.

-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.

- first 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 FIAA Bank

- Brother Mohan reviewed the first quarter financial statement for 2018 providing detail on items included in report. In addition, he went into detail how he arrives at "assets" designation listed on report.

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

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

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

- Tax payments
- Tax refund
- Liuna payments
- Arbitrators costs for 2017; 2018 to date.
- Training costs for 2017; 2018 to date.
- Newsletter; printing and postage
- Social events costs
- Savings, checking account and Certificate of Deposit balances were provided.
- Accounting fees for LM-2, 990,990T and audit.

-Total members as of Pay Period #11 2018 was 2362.

-Local has a membership rate of 93.86%.

-Leave hours used by Local President, Treasurer and Office Manager were discussed.

-Brother Mohan informed Board that despite the "hiring spike" there has been a high volume of retirements which has offset the potential increase in membership.

-Brother Rembelinsky inquired if it was possible to offset some of the cost of the newsletter through advertising. Board discussed the viability of the idea and agree that it has potential but more research needs to be done.

-Vouchers for all Board members were available for review.

-Board held a general discussion on Article XV By Law impact on Brother Mohan's retirement.

-Brother Campellone made a motion that a representative from the Local meet with "structured annuity experts" to address Brother Mohan' retirement shortfall. Motion seconded by Brother Lee. Motion passed unanimously.

-Board read through and discussed at length the National RI-399 settlement. A multitude of scenarios were discussed and how they may impact installations. Branch Presidents will need to address the settlement and its impact if any within their respective installations.

-Brother Gibson opened discussion on upcoming dates for training sessions and who might benefit the most from each session. Advanced Grievance Construction is slated for late August or early September. Board discussed "CIM" training and how it would be administrated. There has been no final decision on how and when this training will take place

-Brother Gibson showed the Board the "app" for Local 300. Board discussed the viability of a similar app for Local 308 in addition to a Local 308 Facebook page. Board agrees that it is a great tool for communicating with the membership.

-Brother Mohan made a motion to authorize discussions for the exploration of developing a Local 308 app. for the membership. (I.E. interviewing app developers) Motion seconded by Brother Lee. Motion passed unanimously.

-Labor Day parade this year is slated for September 3rd. Board discussed ways to increase participation. One of the ideas discussed was a T-shirt for participants. Posting for the parade will go out shortly so people can register.

-Board touched on the "MHA borrowing" issue that occurred briefly at the NDC. A grievance was filed on the matter which should see resolution shortly. Brother Gibson wants to ensure that it does not occur again and with the recent hiring spike Board believes it should be a non-issue going forward.

-Board briefly discussed EAP's role within installations around the Local. Consensus is that EAP is a "non-entity" in most buildings. Only role is usually related to Last Chance Agreements.

-Brother Gibson opened revenue discussions, specifically the Mail Handlers Benefit Plan and marketing strategies for how best to promote plan. MHBP seminar is scheduled for October 2018. There is currently no plan to send a representative from this Local.

-Board discussed upcoming social events; Clementon Park, Harrisburg/Lancaster picnic(Sept. 8th) and the Phillies game scheduled for September 16th.

-Board discussed the 2019 SAMLU which is scheduled for April 29th-May 1st, 2019 in Atlantic City. Local 308 is the host Local and as such the Executive Council will be charged with being the hospitality team. Board brainstormed possible handouts.

Calendar

-Upcoming scheduled meetings are;

-Executive Council scheduled for September 27-28th, 2018

-Executive Board scheduled for September 26th, 2018

-Williamsport visit. Labor Rep. Lyle Gaines wants to do a walk around based on RI-399 referral at the Williamsport facility. Brother Rembelinsky will accompany him during this walk around. Visit is tentatively scheduled for July 11th,12th.

Additional items

-Brother Campellone informed the Board of the difficulties that are occurring regarding the solicitation of MHA's for the Lakewood and Camden jobs. No movement is occurring. Post office is awaiting approval for the solicitation to take place and approval is needed from USPS headquarters for solicitation to be done. Brother Gibson instructed Brother Campellone to draft something to be sent to the Article 12 task force and he(Gibson) will send to task force for action.

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

Fraternally,



Joseph Zelenenki
Recording Secretary
NPMHU - Local 308