



National Postal Mail Handlers Union

Local 308 – AFL-CIO

A DIVISION OF LABORERS' INTERNATIONAL UNION

117 Neshaminy Rd. Croydon, PA 19021
Tel. 215 788-5308 Fax. 215 788 5323

MINUTES

NATIONAL POSTAL MAIL HANDLERS UNION

LOCAL 308'S EXECUTIVE BOARD MEETING

JUNE 24, 2021

Executive Board Members Present:

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

-meeting called to order at 10:09 a.m.

- Brother Zelenenki made a motion to accept the minutes from the April 8, 2021 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:

- Nationally and across the Local mail handlers are still dealing with the effects of the Covid pandemic. While awaiting a clarification on the EFEL program the Union expects a spike in grievances related to said program along with threats of indebtedness based on EFEL absences. In addition, we expect the number of attendance related disciplinary actions to increase as employees return to duty. Local 308 is prepared for the coming changes as the mail processing environment shifts. One of these changes is “permanent annexes” which are

being established across the country and within the Local. Some of these “annexes” will be employing new technology and mechanization including “robotic” operations, Brother Craig in Lehigh Valley has already had discussions with the Postal Service on these robotic operations and their impact to mail handler staffing. With all the changes that are occurring and will occur in the future, the Local is implementing initiatives to ensure that communication between the Branches/Associate Offices and Local Union HQ is at the highest level.

-While the increase in mail handler staffing across the Local and the nation mean great things for the people we already represent, it also means great things for the people yet to be hired. Our organizational success hinges on our preparation for this historic phase in the history of the USPS and its employees. For example, the recent announcement by the National parties of another massive conversion of 6,596 MHA’s with 532 proposed conversions within the Local, is a life changing event for those MHA’s being converted and the second such announcement of this year. How we hold the Service accountable at the installation and district level is critical for providing full representation to the craft. Bid creation and posting requirements must be enforced through Article 15 with full remedy sought.

-Closings and consolidations still looms nationally and as discussed at the April E-Board meeting potential impacts existed within the Local. We are happy to report that the Scranton P & DC has been withdrawn from the list of potential impacts and has now been identified to receive a 192 bin ADUS machine. This warranted the conversion of 26 MHA’s to full time career mail handlers which is an increase of over 50% to the FTR complement in the Scranton plant.

-With the loosening of Covid restrictions throughout the Local, Branch Presidents are looking to a return to “in person” meetings as well as the potential to hold social events. This could also mean that depending on locations that Branch meetings could be forthcoming. If/when these Branch meetings are scheduled an announcement or posting will go out to notify the membership.

- During the period of this report this office has visited and toured the workroom floor of the Philadelphia P&DC, the Lancaster P&DC, the Scranton P&DC, and the Wilkes-Barre Associate Office. We have also attended a jurisdictional “walk-through” of the Automated Delivery Unit Sorter within the Philadelphia P &DC. We have also conducted a virtual Steward’s orientation on April 28th and 29th for 11 new stewards covering all 3 districts of the Local.

-Most recent open case report dated May 5, 2021, shows 51 cases pending step

3 or arbitration. Since that report, we have resolved and/or arbitrated 15 cases, leaving 36 pending. The Local's arbitration schedule included 12 hearings before panel arbitrators, 2 of which were canceled. As currently docketed, an additional 6 hearing dates are slated through the end of August of this year.

-As stated, the Local's training schedule recently included a two day virtual steward's seminar conducted for 11 new representatives from each of the three districts under the Local's jurisdiction. In the coming months additional facility training will include relevant and timely Article 12 training.

-During the period of this report additional numerous representational documents and reports have been disseminated and discussed with our representatives in the field. Regular updates to the Local's website continue, including informing the membership of the latest updates on important legislative initiatives affecting the sustainability of the USPS as well as informational bulletins sent to each facility.

-Local 308 will activate their Legal arm (Cleary, Josem and Trigiani) as the Postal Service is now attempting to renege on settled matters within the Delaware and South Jersey P & DC's. The employer, in both cases violated the National MHA Exception MOU which allows the Service to go over the 24.5% MHA cap with explicit protections for those full-time career mail handlers on the ODL. The employer did use MHA's to the detriment of those FTR's on the OTDL, agreed there was a violation, calculated the harm and has now refused to process the adjustment. The Union is now in consultation with Cleary, Josem and Trigiani (Union attorneys) as to the next step in the legal process. The Board discussed this issue and its impact within the different facilities under the Local's jurisdiction.

-Local's finances remains strong as sufficient resources are readily available to meet any challenges that lie ahead. Brother Rembelinsky will provide further detail at today's meeting.

-The Local continues to address the systemic administrative issues surrounding 1187 processing delays. We believe the reason for the delays have been identified and corrected so future 1187's will now be handled with greater efficiency and thus delays eliminated. We thank our Branch leadership teams for their work in meeting with our career path Brothers and Sisters and providing guidance as they enter the postal work force.

-Finally, a poll vote was conducted and identified since the last Executive Board meeting regarding business related expenses.

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

-Brother Rembelinsky 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 2021 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
- CD account #2 balance TIAA Bank

- Brother Rembelinsky reviewed the First quarter financial statement for 2021 providing detail on items included in report.

-Copies of LIUNA payments were on the table for review.

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

-Vouchers for all Executive Board members were on the desk for review.

Brother Rembelinsky reminded Board members to review vouchers.

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

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

- Executive Board meeting

- Training (Via Zoom)
- LIUNA election costs (Only 6 nominees)
- Arbitration costs/fees
- Savings, checking account, CD balances + maturity dates
- Total membership as of Pay Period 12, 2021 was 2231.
- No social events due to Covid pandemic

-NPMHU National Convention is slated for August 2022. Board had some limited discussion on convention processes and procedures. Las Vegas has won the honor of hosting the 2024 NPMHU National Convention.

-LIUNA convention will be held “virtually”, dates are still to be determined. The 6 delegates selected will be contacted when more information becomes available.

-Upcoming SAMLU will be held in Las Vegas. Council members who have not attended a SAMLU in the past will be attending. (Gohr, Bowens, Jones, Matteis)

-Board discussed the recently released “10 year plan” from PMG Dejoy and how it could impact facilities within the Local.

-Board discussed “annex” buildings and how their openings could/should be handled in terms of staffing in order to maximize options for mail handlers.

-Board discussed communication options for the Council. Zoom meetings give the Council the ability to have “virtual” meetings to discuss what’s currently occurring along with future developments.

-MHA conversions throughout the Local were discussed. NDC and Lindbergh have the greatest number of MHA conversions in the country (123). Board discussed the different types of conversions. I.E. complement –vs- attrition. Also discussed “job viability” going forward within installations. Other topics that spun off from this discussion were operational changes to occur (FSS dismantling, ADUS deployments) and how the mass conversions are impacting bid creation.

-Board discussed EFEL leave issues throughout the Local. Critical question is/was if EFEL leave requests are being denied.

-August 14, 2021 is the next date for mass MHA conversions across the country. Brother Gibson emphasized the importance of meeting with the newly converted MHA’s. He will send out guidance to the field for these conversions. When meeting with the new conversions it gives Union leadership an opportunity to address concerns and facilitate a smooth transition to career status. Health benefits opportunities (MHBP) are among the topics to be discussed.

-Article 12 training for Branch Presidents and CSS will be scheduled, date TBD.

-Non-member discussion. Board discussed use of DCO (dues check off) and seniority report to determine which mail handlers are non-members. While time consuming, once completed then DCO reports will reflect any changes.

-Brother Gibson opened discussion on what should be occurring at facility safety and health meetings. Proper analysis of I+I's is not happening. Illness + Injury analysis is the greatest tool in understanding and preventing future injuries.

-Social events have been on hold for an extended period due to Covid restrictions. This year's first social event (post Covid shutdown) will take place in Lehigh Valley (picnic) on August 28, 2021, visit Local 308's web page for more details.

-Local is looking to have a members event at a Phillies game. Date TBD. Good seats will be discounted to \$20.00 per ticket.

-Board discussed giving something back to the membership in the form of a small gift. Lengthy discussion was held on the matter. Board tabled the matter for further discussion at a later date.

-Board discussed membership revenue. This is one of the most important topics of discussion as a Board and a Union as revenue equals representation. Board wants to ensure that there is sufficient revenue both now and in the future to ensure the Local has the necessary funds to do whatever needs to be done to represent the membership. From training to potential court costs, adequate revenue is crucial to providing the best representation possible.

-Brother Gibson tasked Branch Presidents with reporting accurate complement numbers within their respective installations.

ADDITIONAL ITEMS

-Brother Clark raised the issue of 204B bidding; 204B usage/bidding is a hot button topic throughout the Local. Board discussed at length with the bottom line being that the language on 204B bidding within the contract is clear and controlling.

-Brother Zelenenki asked a question about the most equitable way to determine remedy for a grievance. Board discussed at length as the division on a monetary remedy is critical.

-Next Executive Board meeting is tentatively scheduled for October 6, 2021 at 10:00 a.m. Council meeting will follow on the 7th and 8th of October.

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

Fraternally,

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308

7/23/21