



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 June 26, 2017

Executive Board Members Present:

John Gibson	President
Chris Lee	Vice President
Mike Mohan	Treasurer
Nick Campellone	New Jersey State Rep.
Brian Clark	Delaware State Rep.
Mike Rembelinsky	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary

-meeting called to order at 10:15 a.m.

-Motion was made to accept the minutes from March 31, 2017 Executive Board meeting by Brother Campellone. Motion seconded by Brother Rembelinsky. 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 Local's commitment to our core responsibility of representing the membership remains our greatest focus. As such, the Local continues to conduct training sessions for our representatives with Brothers Campellone and Gibson conducting a two(2) day introductory stewards training for thirteen(13) of our newer stewards. The second training session included a review of the new collective bargaining agreement(CBA) with additional discussions on the reversions and abolishments of full time career

duty assignments occurring in a number of facilities within Local 308. Upcoming training sessions on FMLA/OWCP, advanced stewards and arbitration advocacy are slated to take place later in the year.

-During the period of this report, Local 308 has prepared and presented nine(9) grievances for arbitration across all three(3) districts. Another ten(10) are scheduled through August of this year. Current docket, excluding jurisdictional disputes sees approximately 117 cases pending arbitration. The majority of these cases emanate from the South Jersey District, specifically the Trenton P + DC. A pre-arb meeting is scheduled for July with the hope of resolving additional grievances.

-During the reporting period Brothers Mohan and Gibson attended branch meetings for Harrisburg, Scranton, Delaware, Lancaster, Trenton, South Jersey, and the Phila. NDC and P&DC facilities. Brother Gibson has also toured the workroom floors of both the Philadelphia NDC and P&DC. In addition, he has attended meetings regarding the mass reduction in encumbered duty assignments, specifically in Trenton and the Phila. P + DC, while monitoring staffing events across the Local. During this period Brother Gibson has also participated in the regularly scheduled meeting with the Philadelphia District manager and staff as well as representing Local 308 at the SAMLU during the first week of April.

-Members of Local 308's Executive Board attended the biennial NPMHU Legislative Conference held May 8th and 9th in Washington DC. The Board split into three(3) groups to cover all three states under the Local's jurisdiction, making more than a dozen meetings to discuss legislation that affects the USPS. The importance of this type of engagement cannot be overstated.

-The status of the Scranton consolidation into the Lehigh Valley plant remains unchanged. Local is continuing to pursue the grievance on the absence of mail handlers in the Reading facility and will look to do the same shortly in the Williamsport office.

-Local 308 is faced with a devastating reduction in career duty assignments all across the facilities we represent. The Service's reliance on the flawed Function 1 scheduler and inaccurate scanning data has created an enormous challenge for our Local and its members. The Local has already created a guide to challenge reversions/abolishments and in addition has delivered grievance templates to the field, along with an updated grievance checklist to assist representatives in this huge

challenge. Representatives from affected facilities are scheduled to meet on June 30th for a detailed discussion regarding grievance preparation on these staffing reductions.

-National discussions regarding a global jurisdictional settlement are ongoing.

Local 308 continues to push for our day in court over outstanding disputes including two out of the former Swedesboro installation as well as issues arising out of our Camden facility. Eastern Area Labor Relations still maintains that they have no advocates trained in jurisdictional arbitration. They claim that they are addressing this deficiency but the Local is still pressing the issue with both our National and Regional offices.

-Local 308's legislative agenda for the foreseeable future will involve efforts to neutralize potential Congressional attacks on the working men and women we represent with the hope that sensible legislative reform will be passed.

-Brother Brian Clark has been elected Delaware State Executive Board member in a re-run election. Local 308 would like to thank Judges of Election Gerri Sterrette Cooper, Elsie Sudler and Jerome Greer for their fine work.

-Local 308 would like to recognize the fine work done by Brother Steve Bahrle for over four(4) decades representing the mail handlers of Trenton and all across the Local throughout his career. Brother Bahrle has recently announced his retirement and the contributions Steve has made to this Local will not soon be forgotten.

-Brother Bahrle's retirement leaves his current position as Branch President of the Trenton P + DC vacant. Therefore, in accordance with Article 4 Section 4 of the Uniform Local Union Constitution and the Local Union's bylaws this vacancy will be filled by a majority vote of the Local's Executive Board which will be finalized at today's Board meeting.

-Poll votes conducted since the last Executive Board meeting were also distributed.

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 quarter 2017 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

- Brother Mohan reviewed the end of first quarter financial statement for 2017 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 June 19, 2017.

-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 #07- 2017 through pay period # 12- 2017. Report also shows what the code 84 entailed.

-Board reviewed 2017 Direct Deposit report. Three(3) entries in red indicative of changes.

-Board reviewed the Liuna payments made for the period of March of 2017 through May of 2017. Brother Mohan pointed out the change to the LIUNA payment form(pg.34)

-Savings, checking account and Certificate of Deposit balances were provided as of today's date, 6/26/17.

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

- Vouchers for all Board members were passed around for review.
- Board reviewed credit card/Master Card statements.
- Brother Mohan then went through a list of expenses that the Local has incurred or will incur. These include;
 - Tax payments
 - Training costs, new contract, new shop steward training
 - Arbitrators costs for 2016 and current up to date arbitrator costs thus far this year.
 - Social events costs
 - Legislative Conference
 - Swearing In Ceremony
 - Local elections costs
 - Costs of LM-2, 990/990T& Audit
- Total members as of Pay Period #11 was 2141.
- Local has approximately 93.55% membership rate.
- Leave hours used by Local President, Treasurer and Office Manager were discussed.
- Brother Mohan reminded Board that he still has pending "lost leave" from 2015.
- "Union dues" issue spreadsheet has been developed by Brother Mohan and sent to National for correction. When confirmed by the National, Brother Mohan will reimburse impacted members for any overage paid.
- Brother Gibson opened discussions on Local 308's social events. Both the ones that have already taken place and the ones upcoming. The Phillies game was a big success as 90 tickets were sold. The Lehigh Valley picnic was cancelled due to lack of advance reservations. The Phila/So Jersey/Delaware picnic is scheduled for August 5th from 1-7 p.m. The question was put before the Board concerning renting buses for events. The Board discussed at length with the consensus being that it is not cost effective. Board discussed what type of event to hold for the Local's Winter Event. Brother Lee suggested a dinner dance. Board will discuss further in upcoming meetings.
- Brother Gibson spoke about the Labor Day Parade and how we can generate more interest in order to bolster attendance. One of the ideas was to sell t-shirts to those who attend the parade, and offer a refund to those who attend.
- Brother Clark has been sworn in as Delaware State Representative. Board opened discussions on Brother Bahrle's replacement as Branch President at the Trenton P +

DC. After lengthy debate the Board unanimously chose Brother Darrel DaVita to fill the remainder of Brother Bahrle's term.

-Board discussed what occurs with Union purchased equipment when the person using it leaves office. Consensus is that the Board will decide on a case by case basis what to do with purchased equipment.

-Brother Zelenenki will draft a policy statement for what occurs with union purchased equipment when individuals leave office.

-Grievance checklists are mandatory for cases in which a checklist has been developed. Brother Gibson will reissue email emphasizing the requirement that they be included with the case file sent to Union HQ.

-Board discussed the upcoming meeting on abolishments/reversions.

-Board discussed a site visit for Williamsport similar to what was done in Reading. Goal is to return mail handler positions to the Williamsport installation.

-Brother Zelenenki will follow up with the APWU on the injured workers priority care program to ascertain if any negative feedback.

-Board discussed the 2017 August SAMLU where Brother Mark Gardner's retirement will be celebrated. Board discussed ways to recognize Brother Gardner's service to this Union

-Brother Campellone made a motion to authorize the cost of the gift for Brother Gardner. Motion seconded by Brother Rembelinsky. Motion passed unanimously.

-Next edition of the newsletter will be going out shortly. It is strongly encouraged that all Board members put something out.

-Brother Mohan informed the Board that the Bristol Township Police Department is asking for donations and we have donated to them in the past. Board discussed.

-Brother Zelenenki made a motion to authorize a donation in the amount of \$100.00 to the Bristol Township Police Department. Motion seconded by Brother Lee. Motion passed unanimously.

-Board discussed inviting Brother Bahrle to the first day of the Executive Council Meeting to recognize him for all his years of Service to mail handlers and Local.

-Board discussed dates for upcoming Executive Council Meeting. Meeting is tentatively scheduled for September 19-20.

-Lehigh Valley picnic is scheduled for September 9, 2017.

-Defense to Discipline training is scheduled for September 21, 2017.

-Additional items:

-Brother Zelenenki opened discussion on the selection process for mail handlers returning to Tri-Boro facility on details. Board agrees that a "master list" is needed from which mail handlers should be selected in order to ensure that senior mail handlers are given the first opportunities.

-Brother Campellone had a issue with the information derived from the Function 4 studies from his building. There's a concern that the hours for clerks and mail handlers were combined.

-Board discussed the membership handout idea from previous meeting where the idea of giving out "lanyards" was discussed. Topic was tabled for further discussion at a future meeting.

-Brother Lee asked who is allowed to attend branch meetings. Local President would give authorization on a case by case basis. Brother Gibson said determining factor is "benefit to the membership".

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

Fraternally,



Joseph Zelenenki
Recording Secretary
NPMHU - Local 308