



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

MARCH 10, 2022

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 10:10 a.m.

- Brother Zelenenki made a motion to accept the minutes from the December 16, 2021 meeting. Motion seconded by Brother Matteis. 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 continues to struggle with the employer's national restructuring initiative that has created administrative challenges which has resulted in a prolonged grievance process which ultimately delays justice for those impacted. This matter is of great concern but will be addressed on a facility by facility basis.

-As stated during the Local Union Council Meeting of October 7th and 8th, and previously in this forum, Branch Presidents have been repeatedly urged to take a more aggressive and focused approach in order to expedite grievances within the parameters of the Article 15 process.

-The PO restructuring has also had a huge impact on staffing within installations. Delaware, Lehigh and Scranton in particular have misaligned relative stand lists as well as an inaccurate "web coins" system which has resulted in improper conversions and a flawed bidding process which is still an ongoing problem. Adding confusion is the Service's position within the Delaware-PA 2 District Complement office as they conflate "earned" staffing figures with agreed complement levels.

-On a positive note the Local will see 19 MHA conversions, this should be taking place shortly. We congratulate and welcome our new FTR mail handlers.

-During the reporting period, the Local attended the Field Negotiating Committee meeting held in Washington D.C. along with representatives from across the country as well as the CAD department and our National leadership. Committee discussed the best way to advance the interests of the membership during the upcoming national negotiations with the PO.

-New steward orientation training was conducted on February 23/24 for 13 representatives from each of the districts within the Local.

-In person branch meetings have resumed in some locations with the South Jersey P & DC the latest to be scheduled. That meeting will occur April 1, 2022.

-Two social events have been scheduled. Philadelphia area will host a picnic on 7/23/22. Scranton/Lehigh will also host a picnic on 8/28/22. Details for both are forthcoming.

-Most recent open case report dated 3/2/22 shows 64 cases pending at step 3 or arbitration. Since last reported the Local's arbitration schedule included 5 hearings before arbitrators with 8 cancellations. An additional 4 hearings are slated through the end of April.

-During the period Local headquarters provided additional representational documents and reports to our representatives in the field. Regular updates to the Local's website along with posted reports continues, informing the membership of the latest developments as well as their relevant contractual rights.

-The Local has ordered and will soon mail an informational postcard to all members regarding their workplace rights to request representation as well as a reminder of the contractually enforceable Joint Statement on Violence and Behavior in the Workplace.

-Local's financial standing as well as the state of this Union remains strong as we are well resourced to meet both the current and any foreseeable challenges we might face. Brother Rembelinsky will provide a detailed report at today's meeting on the Local's finances.

-Membership numbers remain steady. Concerns still exist with the Services new "onboarding" process and the Locals ability to meet with new hires. Local Union HQ continuously monitors membership and on rolls trends as we pursue each opportunity to strengthen our ranks.

-Due to the announced resignation of Harrisburg BP Brian Carson, in accordance with National and Uniform Local Union Constitutions and the Local's By-Laws, the Local Executive Board has appointed Catherine Carey to fill the remainder of the current term of office as Branch President of the Harrisburg P & DC. Congratulations to Sister Carey on this appointment along with great thanks to Brother Carson for his more than a decade of long service to the members of the Harrisburg P & DC and this Local Union.

-Finally three (3) poll votes were conducted and identified since the last Executive Board meeting regarding Board related activities.

-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.

- 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

-A motion was made by Brother Lee to accept the disbursements for the period reflected on the report. Motion was seconded by Brother Clark, motion passed unanimously.

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

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

-Ameriprise investment discussion. Board discussed current global financial climate impacting investments from a general perspective. Discussion is relevant as Board continues to ensure that any Local investments minimize risk. Brother Rembelinsky made Board aware of a folder available for review on the table which documented transactions made so far on the Local's behalf.

-Account balances for savings and checking accounts along with CD balances.

-Costs for Executive Board meeting.

-Harrisburg social event (Bowling Party)

-Lehigh Valley social event

-gift costs for both social events

-arbitration costs

-holiday gift cards

-jackets and watches for retirees

-new stewards training

-As of PP#4 there are 2674 members.

-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.

-Board discussed retiree systems and the viability of using and/or recommending them. Normal process is for both APWU and MHU to invite all Union members to free seminars. Consensus was free seminars can be beneficial for those considering retirement.

-Board discussed the Harrisburg transition with the impending departure of Branch President Carson.

-Brother Rembelinsky will be attending a financial seminar given by the National office for Local Union Treasurers.

-Brother Gibson will be attending a "Committee of the Future" meeting.

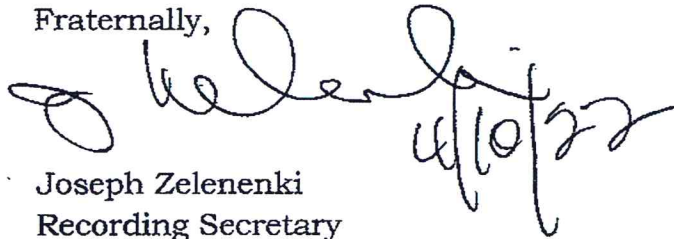
- Board discussed the new steward training held in February. Brother Gibson plans on conducting a “grievance construction” class for representatives. Date to be determined but should be held before the end of April.
- Board discussed the “204B” acting supervisors and their usage. This includes potential impact regarding residual vacancies if there are unassigned mail handlers.
- There is an upcoming SAMLU scheduled for April 25th in Louisville.
- National convention in Denver has been rescheduled for August 7-12. A constitutional amendments meeting will be scheduled in the future to review Local submissions.
- Upcoming social events include the Phila. area picnic scheduled for July 23rd and the Lehigh Valley picnic scheduled for August 28th.
- Jackets for member giveaway have been ordered.
- Revenue discussion included the Ameriprise investment and how the global financial/investment climate is being impacted by current world events.
- Board discussed 1187 management. There are a vast number of reasons contributing to problems associated with 1187’s.

Additional items:

- Postal legislation has passed both the House and the Senate and is just awaiting the President Biden’s signature. The Medicare integration is a potential issue.
- Board discussed the SIPS machine and their integration. Jurisdictional issues were also discussed for that machine. Trenton may be getting SIPS in the future.
- An “SDUS” machine is going into Pleasantville. “SDUS” is like the “ADUS”. There is no national craft determination on this machine so we should challenge if not given the work.
- Brother Gohr opened discussion on a denial on bid posting and conversions. Board discussed.

- Next Board meeting is tentatively scheduled for June 16th @ 10:00a.m.
- Executive Council meeting tentatively scheduled for September 22 + 23 with an E Board meeting scheduled for September 21st.
- Brother Zelenenki made a motion to adjourn. Motion seconded by Brother Lee. Motion passed unanimously.**

Fraternally,

A handwritten signature in cursive script, appearing to read 'J. Zelenenki', with a date '4/10/22' written below it.

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308