



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 21, 2023

Executive Board Members Present:

John Gibson	President
Mike Rembelinsky	Treasurer
Gene Jones	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 10:01 a.m.

-Local President Gibson welcomed newly elected New Jersey State Rep. Gene Jones to his first official Executive Board meeting in his new position. The rest of the Executive Board also welcomed Brother Jones.

- Brother Lee made a motion to accept the minutes from the December 7, 2022 meeting. 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:

-Local will conduct an Article 12 workshop along with discussing the changes to the recently ratified CBA in the next few weeks. Date TBD.

-Changes to the CBA are significant with the new process of “automatic conversion to career” contained within the MOU of the same name. This MOU will require a full review by all Local 308 representatives. The logistics of these workshops will be a topic of discussion at today’s meeting.

-As previously discussed, the Services ongoing failure to recognize grievance appeals to Step 3 of the process is creating greater delays in their final adjudication. The matter has been elevated to the CAD department at the National level, I.E. Theresa Harmon. Open case reports received from Postal HQ are distributed to Branch leadership where appealed cases are to be confirmed. Any cases missing from the report need their status to be questioned as this is already a tediously slow process and getting missing cases onto the report is often difficult and time consuming.

-As of the most recent open case report dated March 16, 2023, 126 grievances were pending at step three or arbitration. Also, we are aware of approximately a dozen properly appealed cases missing from the report. The Local’s arbitration schedule included six hearings before panel arbitrators during this period with no hearing dates scheduled through the end of May 2023. This is an obvious problem but on a positive note a pre-arbitration meeting with Mike Faber was held which resulted in 37 grievances being resolved. The lack of hearing dates will be addressed through the grievance procedure and a topic of today’s meeting.

-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.

-During the period of this report no Branch meetings were scheduled and none are expected until the second quarter of 2023 beginning this April. This office did attend a remedy meeting with the employer's representatives in the Trenton P & DC regarding the successfully arbitrated decades old AFSM-100 grievances. This session along with additional discussion led to a 1.4 million dollar settlement that will be shared by members of the Trenton installation during the period of the violation. Those payments have been processed and are expected to be delivered to those eligible shortly.

-New stewards training was conducted for recently certified reps of Local 308 over a two-day period beginning January 24, 2023. Attendees were provided with a solid foundation that will help them assist and protect members of the bargaining unit.

-The Local also represented the membership recently when being a part of the discussions held by the National's Committee on the Future in a three day review of potential challenges the Union may face in the coming months and years. Minutes of that meeting will be available in the future.

-As previously mentioned Brother Gibson met with Labor Relations (Mike Faber) to pre-arb cases appealed to step 3 or on the arbitration docket.

-A Local sponsored event was held as members, friends, and their families attended a bowling night held in the Lancaster-Harrisburg region of the Local on January 21, 2023. The Local also held 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 was held on February 25th, 2023.

-Finally, the Union held its triennial celebration of the election of Local Officers. Elected and re-elected representatives took the oath of office administered by National President Paul Hogrogian on Saturday March 11th, 2023 which was witnessed by the families of those officers as well as members of Local 308.

-The Local's financial condition remains strong as the resources needed for sound and effective representation are readily available. Treasurer Rembelinsky during the Executive Board Meeting of March 21st 2023 shall provide a detailed report of the revenue and the expenses of this Local Union.

-We are proud to report that membership enrollment rates remain among the highest in the nation. Since last reported our membership totals have decreased slightly but with an increase in paid members up to 2,673. Again, we thank Brother Rembelinsky for his tireless work along with Branch leadership in ensuring our organizing efforts remain vigorous.

-Finally, the Local successfully navigated its election process resulting in a smooth transfer for all involved. We thank our Judges of Election Chief Judge Sister Elsie Sudler, Sister Sharon McKnight and Brother Bill Harris for their professionalism and dedication to the challenging work of running a Local Union election.

-Two (2) poll votes were conducted and identified since the last Executive Board meeting regarding Board related activities.

-Brother Gibson reviewed Brother Rembelinsky leave usage and balances for the Board.

-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.

- 2022 end of year 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

- Board discussed checking account issue (stolen, washed check) and its impact to the Local. Any monies lost as a result have already been reimbursed with a new checking account needing to be opened.
- Board discussed Ameritrade investment status.

-A motion was made by Brother Lee to accept the disbursements for the period reflected on the report. Motion was seconded by Brother Carson, 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, historically
- Social events costs (HB dinner dance), bowling parties
- Branch meetings
- Election costs
- Holiday Gift Cards
- E-board and Council meetings minutes
- Training sessions and costs related to said training (code 84, lunch)

- t-shirts (new hires)
- retirement watches and jackets
- swearing in ceremony

-As of PP# 5 there are 2673 dues paying members.

-Leave balance for Brother Gibson was 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. He (Carson) also asked about changing the types of envelopes used when mailing checks as a security measure. Board thinks the idea has merit so going forward it will be considered.

-Board discussed ways/options to secure Union bank accounts under FDIC. 250K is maximum amount insured. Multiple accounts may be needed to max protect Union monies.

-Board discussed the election process and how it went. Consensus is judges did an outstanding job throughout the process keeping everything on track.

-Board briefly discussed the 2024 National Convention. With Brother Clark now no longer holding 2 positions, an additional Council seat has been filled. This could impact the number of delegates invited to the convention. Board discussed the number of delegates and who will attend. Executive Council determines the number of delegates while Board determines compensation for those delegates.

-Grievance tracking and delays was discussed. BP's need to ensure appealed cases appear on open case report.

-Brother Gibson opened discussion on Williamsport observation. Board members will be expected to and are needed to participate in conducting observations. Observations are key to arguing the need to return MH positions to the facility.

-Upcoming training will be scheduled for Article 12 along with the changes emanating from the new CBA. An example is the new position created (full

time flexi) and how it's to be administrated. Branch Presidents and Chiefs are expected to attend the training. Date to be determined.

-Board discussed schedules for the newly created full time flexi positions. Board acknowledges concern over potential abuse by PO with these schedules. BP's will need to be vigilant.

-Legislative Conference scheduled for May 1- May 4 in Washington D.C. Logistics of the conference were discussed. With 6 members in attendance it was decided to use 3 teams with 2 people per team. Brothers Gibson and Rembelinsky will coordinate appointments.

-Social events; Phillis game is upcoming. No date set.

-Board discussed jacket giveaway. Once it has concluded members can purchase a jacket for \$50.00.

-Board discussed the Ameriprise investment. While the Board is concerned with the direction the investment has gone, we recognize that this is a long term investment and gains may take time to develop.

-Board discussed membership numbers and strategies to continue to engage/retain mail handler craft employees.

Additional items:

-Brother Zelenenki opened discussion with a question regarding something that occurred during a recent arbitration hearing. Specifically, can we argue in a closing brief something that came out in the arbitration? Board discussed the matter at length.

-Brother Carson suggested that the MHA orientation package needs updating with the election of the new officers. Brother Gibson will update the master copy and then distribute to all BP's to be used going forward.

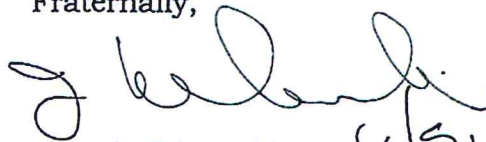
- Board discussed Level 5 work hours within installations around the Local at length.

-Board also discussed putting together a "conversion" package for newly converted MHA's, along with being aware of impact created by retroactive conversions. I. E. ensuring impacted employees are made whole.

-Brother Clark asked a question about FMLA eligibility, Board discussed various scenarios involving FMLA leave requests.

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

Fraternally,


Joseph Zelenenki
Recording Secretary
NPMHU - Local 308

4/21/23