



# 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 29, 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 10:11 a.m.

**-Motion was made by Brother Campellone to accept the minutes from December 2, 2017 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:

-While the proposed impact to four of the largest facilities within Local 308 has been eliminated, the disruption caused by the F-1 scheduler has not been reduced. Further, there has been no indication that the Service will abandon the flawed staffing/scheduling modeler. As a result of these mandated reversions/abolishments the already relaxed Service standards are still failing

to be met based on lack of staffing. As reported at the most recent Philadelphia District meeting, customer satisfaction levels are plummeting as delivery slows. The relationship between staffing and efficiency appears to be lost on middle and upper management as they continue to struggle with the difference between the theoretical mail processing environment and the real one.

-The Service has indicated that they plan on adding 100 Mail Handler Assistants between the both the Philadelphia NDC and P & DC. This equates to a 300 person full time equivalent (FTE) swing in the last 3 months. (From excessing careers to hiring MHA's) Further evidence of the disconnect between the theoretical and the real world in terms of staffing needs.

-The current open case report reflects more than 250 grievances pending arbitration. This, while higher than previous years, has remained constant since last reported. The bulk of these cases are resulting from staffing changes. I.E Reversions, abolishments and ancillary issues. Since last reported we have advocated over 20 grievances in all three districts under the Local's jurisdiction and are scheduled for an additional 18 hearing dates through May of this year.

-This office has attended District Meetings with Union and Postal leadership in both South Jersey and Philadelphia on February 14<sup>th</sup> and March 26<sup>th</sup> respectively. In addition, Regional meetings for both Philadelphia and South Jersey districts regarding potential impacts were held on January 22<sup>nd</sup> and February 26<sup>th</sup>. Further, we have met with Trenton P&DC management regarding their Function 1 inspired tour realignment on February 22<sup>nd</sup> and March 13<sup>th</sup>, with additional discussion to be held in the coming weeks. We have also attended a joint staffing meeting of sorts in the NDC regarding issues surrounding the Low Cost Universal Sorter.

-The Local conducted an Introductory Stewards training session on February 8<sup>th</sup> and 9<sup>th</sup> with Brother Campellone providing assistance

-The Union's Philadelphia area Winter Event was held on January 27<sup>th</sup> with National President Paul Hogrogian and his wife Christine joining us at the well attended dinner dance.

- The potential for closings and consolidation still looms large. Locally, our Scranton facility remains targeted as we await developments. The Reading case arguing for mail handler positions has been referred by the Service to RI-399. We anticipate the Service doing the same for the Williamsport challenge.
- Local 308 has partnered with the national office regarding outstanding jurisdictional matters awaiting hearing. Specifically, the outstanding cases out of the Philadelphia L&DC as well as the Camden facility.
- The LM-2 report has been completed and submitted to the Department of Labor. A copy of the report was distributed to Local's Executive Board during today's meeting.
- Local 308 remains sound financially and we are confident that it is positioned to meet any financial challenges that the Union may face in the future. Caution though still needs to be exercised concerning any of the Local's resources.
- Membership rates for Local 308 are among the highest in the nation, we believe these outstanding membership rates are directly related to the level of representation provided. That being said, we are always striving to improve on the work being done by stewards on the floor as there is always room for improvement.
- The Mail Handler Benefit Plan reflects a decrease from the same period last year. Board will brainstorm strategies for ways to increase enrollment.
- Poll votes taken during the period involved two requests for reimbursement of expenses of less than \$20.00 without receipt. Both were approved.
- 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 year 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

-Vouchers for all Board members were passed around for review.

- Brother Mohan reviewed the end of year financial statement for 2017 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 Mohan talked about the genesis of the financial statement provided to the Board and why certain items are included in the report. An example is computer equipment purchased for Union usage which is an "asset" as opposed to showing as an expense. It is a more accurate reflection of how funds are used and shows the difference in cash.

-LM-2 report has been completed, filed with the DOL and copies provided to Board members. In addition, 990,990T and audit were provided.

-Tax payment is due April 15, 2018. Local received a small refund for 2017.

-Liuna payments were discussed.

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

- Tax payments
  - Training costs
  - Newsletter; printing and postage
  - Arbitrators costs for 2017
  - Social events costs(Board discussed the upcoming "break even" events)
- Savings, checking account and Certificate of Deposit balances were provided.

- Copies of the audit were distributed and the "special assessment" was discussed.
- The certificate of deposit held by Local 308 will reach maturity on 7/29/18. Board will discuss potential investment opportunities.
- Total members as of Pay Period #5 2018 was 2165.
- Local has approximately 93.1% membership rate.
- Leave hours used by Local President, Treasurer and Office Manager were discussed.
- Brother Mohan reopened discussions on potential investments for the Local. Board discussed investing in a certificate of deposit.
- Two representatives from Clementon park gave a presentation for Boards consideration. Board is contemplating holding the Local's "Summer Event" at Clementon Park in lieu of the Philadelphia area picnic. Board discussed the cost per person for last year's picnic to use as a comparison for Clementon discussion. Prior to committing to Clementon event, Brothers Campellone, Mohan and Rembelinsky will check out the condition of the park along with the quality of the food.
- Brother Campellone made a motion to accept disbursements for period covered by the report. Motion seconded by Brother Clark. Motion passed unanimously.**
- Brother Clark made a motion to invest \$100,000.00 in a two(2) year CD at 2.35% provided the terms have not changed. Motion seconded by Brother Rembelinsky. Motion passed unanimously.**
- Brother Gibson opened discussion on "representation". Wants to schedule advanced stewards training; Branch Presidents and Chief Shop Stewards will attend. Also wants to schedule "Defense to Discipline" follow up for people who didn't get this training yet. In addition, follow up training for FMLA/OWCP will be scheduled.
- Board discussed CIM training; currently, training is on hold until a decision is reached at the National level whether training will be held "on the clock".
- Retirement/Financial planning training. Board discussed.

-Mail Handler Benefit Plan discussions. State reps have been charged with contacting HR people to discuss MHBP when there are new hires in Federal facilities. Board discussed promoting MHBP year round.

-Brother Gibson provided draft copies of the newsletter slated to go out. Emphasized again the importance of Board members and Branch Presidents providing content and communicating with the membership.

-Upcoming social events.

- Harrisburg bowling event

- Phillies game

- Clementon park

-Board discussed the 2019 SAMLU which will be held in Atlantic City New Jersey April 29th -May1, 2019. A "hospitality team" will be needed as Local 308 will be the "host" Local. Board will brainstorm ideas for event. Board discussed a potential facility visit by the National Executive Board.

-Next Executive Board meeting tentatively scheduled for June 21, 2018.

-Executive Council tentatively scheduled for September 27,28, 2018.

-Board discussed Brother Zelenenki's submission concerning Tri-county details. Details-vs- retreat rights was discussed at length.

-Board discussed EAP issues. Brother Zelenenki raised concerns with how Postal Service may be delaying employees returns based on EAP input.

Brother Gibson will send out an email to Executive Council about potential EAP issues within their respective facilities.

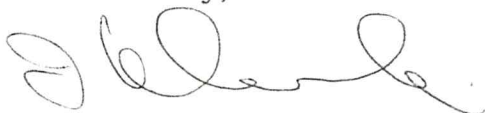
-Board discussed the MHA, "loaner program". Despite assurances from Article 12 taskforce that this will not occur again, facilities that had these issues will continue to pursue grievances regarding the matter.

-Additional items;

-Brother Campellone apprised Board of the MHA conversion that occurred in Toms Rivers. He also informed Board that the Camden job will be going up on E reassign and once it is filled, all AO positions will be filled.

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

Fraternally,

A handwritten signature in black ink, appearing to read 'J. Zelenenki', written in a cursive style.

Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308