



# 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 31, 2017**

### **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

-meeting called to order at 10:05 a.m.

-Board welcomed new Local 308 Vice President Chris Lee.

-On April 7, 2017 the ballots will be counted for the Delaware State Rep.

**-Minutes were accepted from December 29, 2016 Executive Board meeting.**

-Brother Gibson distributed copies of the President's report which he then read to the Board. Items of note contained in the report:

-Primary focus of the Local is to provide support to stewards and representatives who handle the day in and day out work on the floor. 2017 will witness an increased commitment to training both elected and appointed Union representatives. Board will discuss at today's meeting an aggressive, topic specific training agenda for the upcoming year.

-During the period of this report, Local 308 has prepared and presented ten(10) grievances for arbitration across all three(3) districts. Another ten(10) are scheduled through May of 2017. Current docket, excluding jurisdictional disputes sees approximately 141 cases pending arbitration, a 28% increase since last reported. The bulk of these case are coming from the South Jersey district, specifically the Trenton P &DC. A scheduled pre-arb meeting was postponed by the employer with the idea that it will be rescheduled as soon as practicable.

-During the reporting period Brother Gibson has toured the workroom floors of the Lancaster, Harrisburg and South Jersey facilities as well as the Philadelphia P&DC. In addition, he has attended a local dispute resolution committee meeting in the Lancaster facility and a meeting with the South Jersey District Manager. Local has held social events in both the Philadelphia and Harrisburg areas while also successfully conducting an Election of Local Union officers beginning with nominations in December of 2016 which resulted in those elected and re-elected Officers being duly sworn in by National President Paul Hogrogian on March 18, 2017. Local 308 extends their sincere thanks to Judges Gerri Sterrette-Cooper, Elsie Sudler and Jerome Greer for their fine work which continues with counting the ballots for the rerunning of the election for Delaware State Executive Board Member which will be counted on April 7, 2017.

-Through our National's Article 12 Task Force we continue to challenge withholding on segments of the Local. This withholding is a result of potential impacts to other bargaining units, specifically the APWU clerk craft. It is our position that sufficient duty assignments exists within the impacted craft to absorb those affected and no mail handler positions should be withheld or conversion delayed as a result of clerk impact. Throughout the Local we have aggressively argued any unreasonable delay in the conversion of our MHA's to career status through the task force while pursuing grievances challenging the failure of the employer to properly apply the Filling of Residual Vacancies MOU.

-Status of the Scranton consolidation into Lehigh Valley remains unchanged. No action is currently pending but the situation will continue to be monitored for any change.

-Local has endeavored to re-establish mail handler positions within the Reading Post office. In November of last year, both time and resources were committed to



accomplishing this goal. Local engaged a team of experienced representatives to observe the entire operation over a 5 day period which resulted in a grievance filed with the goal of returning mail handlers to the facility. Said grievance has been processed through Step 2 with the Service issuing a denial. Harrisburg BP Brian Carson was certified to file and process this case and this office continues to work closely with Brother Carson on this important issue. Establishing mail handler duty assignments throughout this Local requires and enjoys our full attention.

-The importance of MHA conversions cannot be overstated. The creation and protection of career duty assignments with the goal of facilitating the conversion of MHA's into career Mail Handler positions remains paramount. The automatic conversion scheduled to occur prior to April 11, 2017 and in most cases on April 1, 2017 is clearly cause for encouragement for a significant number of MHA's within the Local, however we must continue to press for opportunities to convert our MHA's to career status.

-With the ratification and implementation of our new National Agreement, the National Office plans a formal review of the bold print changes during the upcoming SAMLU scheduled for April 2017, the details of which will be shared with the representatives of Local 308. In addition, once an updated Contract Interpretation Manual(CIM) is finalized it has been proposed that a joint training session be scheduled for both Union and Postal Labor Relations personnel. As details become available they will be shared with Local Union Council. With the adoption of the new National Agreement comes the opportunity for Local negotiations. Currently, only our Trenton facility is currently engaged in that process.

-National discussion regarding a global jurisdictional settlement are ongoing and should not have any impact on the Local's current craft alignments. Local 308 continues to push for our day in court over a number of disputes however, including two outstanding Philadelphia L&DC(Swedeseboro) disputes as well as one out of our Camden facility. USPS claims to still have no advocates trained in the Eastern Area to handle jurisdictional cases, further delaying the process.

-The Local's Legislative agenda for the next 4 years will include an effort to neutralize any congressional attacks on the people we represent. The enactment of legislative reform of the Postal Service is an important component in our overall protections of the bargaining unit. We look forward to engaging the 115th Congress and push

worker friendly legislation to the White House for signature. There is room for optimism as Congress has drafted potentially beneficial legislation in the form of HR 756. The NPMHU Legislative Conference, which will be held May 8th-9th 2017 should provide us with an opportunity to advance the Union's agenda.

-Following a year that included an expensive, once in a generation election cycle, the Local stands on firm financial footing, fully prepared to meet any challenges facing our members. The tenet of this administration has been and remains that "revenue equals representation" and how the Local manages the resources we are entrusted with lies at the core of our fiduciary bond with our members. It is the plan of this Local to continue to practice sound fiscal restraint while bargaining aggressively.

-The Local has completed and submitted the required LM-2 which is now posted on the DOL's web site. Both the 990 and the 990T are in process and due in May. Brother Mohan will provide detail on these matters in his report during today's meeting.

-As we enter into a new term the officers of Local 308 anticipate continued growth in both our financial standing and our levels of representation.

-The following poll votes were conducted since the last Executive Board meeting. The outcomes of said votes are listed below.

***There were two(2) vouchers submitted without receipts for reimbursement for tolls, once for \$5.00(S. Bahrle) and one for \$3.00(J. Greer). All those in favor of reimbursement please so indicate by voting Aye, those opposing vote No.***

***Aye-6, Nay-0***

-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 2016 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 2016 providing detail on items included in report. In addition, he went into detail how he arrives at "assets" designation listed on report.
- A review of the AP aging summary report shows that everything is current, no outstanding or late bills as of 3/23/17.
- 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.
- Board reviewed the check register report for the Master Card. Brother Mohan explained that this is a new report and why the Master Card is now being used instead of a debit card. The Master Card shows vendor, plus charge, plus the usage. Gives an additional level of transparency.
- Board reviewed and discussed the code 84 line detail report which shows all code 84 paid from pay period #26- 2016 through pay period # 6- 2017. Report also shows what the code 84 entailed.
- Board reviewed 2016 Direct Deposit report; all of 2016 is contained in report.
- Board reviewed the Liuna payments made for the period of December of 2016 through February of 2017.
- Savings, checking account and Certificate of Deposit balances were provided.
- Brother Mohan then went through a list of expenses that the Local has incurred or will incur. These include;

- Tax payments
- Training costs, OWCP training, new shop steward training
- Arbitrators costs for both 2016 into 2017
- Social events costs
- Swearing in ceremony costs
- Election costs
- Potential cost for 2017 Legislative Conference based on 2015 conference.
- Total members as of Pay Period #5 was 2224.
- Local has approximately 93% membership rate.
- Leave hours used by Local President, Treasurer and Office Manager were discussed.
- Brother Campellone made a motion to accept disbursements for period covered by the report. Motion seconded by Brother Lee. Motion passed unanimously.**
- Brother Gibson opened discussion on Local's upcoming social events. Phillies game already scheduled is a break even event. Board discussed time and date to hold the Philadelphia Picnic event. Will look at sometime in July; 15th, 22nd or 29th depending on availability.
- Brother Campellone suggested the "Philadelphia Soul" for a member event. Board discussed the viability of such an event. Board also discussed a possible event at Clementon Park. Board tabled the Clementon discussion at this time.
- New contract training is scheduled for May 18th for representatives.
- Brother Zelenenki made a motion to authorize expenses related to new contract training scheduled for May 18th. Motion seconded by Brother Campellone. Motion passed unanimously.**
- Upcoming training schedule is as follows.
  - April 17th-18th; new stewards training
  - June 22; FMLA training/OWCP training
  - September 21; Defense to Discipline-shop stewards
  - November 16; Advocacy training
- Brother Rembelinsky made a motion to authorize expenses related to new stewards training scheduled for April 17th-18th. Motion seconded by Brother Campellone. Motion passed unanimously.**

-Board discussed travel schedule for the upcoming Legislative Conference. Conference is May 8th and 9th with the 7th a travel day. Board also discussed "teams" that will target visits and schedule appointments.

**-Brother Zelenenki made a motion to authorize expenses related to Legislative Conference. Motion seconded by Brother Mohan. Motion passed unanimously.**

**-Brother Campellone made a motion to authorize expenses related to SAMLU scheduled in August. Motion seconded by Brother Lee. Motion passed unanimously.**

-Brother Gibson requested submissions for next edition of newsletter. Target for disbursement is middle May. Newsletter is an excellent tool for communicating with the membership.

**-Brother Campellone made a motion to donate \$100.00 to MS Society from Local 308 Motion seconded by Brother Mohan. Motion passed unanimously.**

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

-Board discussed the "retro" money which is slated to be disbursed PP#10. Retro dues adjustment is due to occur the following pay period, PP#11.

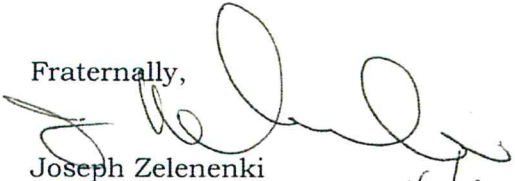
-Additional items;

-Brother Campellone opened discussion on giving something back to the membership. His suggestion was lanyards for a variety of reasons which he articulated to Board. Board discussed.

-Brother Zelenenki asked about the "CQS" access that we used to use for injury compensation matters. Brother Gibson will inquire and provide feedback. Brother Zelenenki also asked about the injury compensation referrals that was put before the Board previously. Brother Gibson will resend the information to the Board so we can review its viability.

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

Fraternally,

  
Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308

4/28/17