



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 13, 2024

Executive Board Members Present:

John Gibson	President
Mike Rembelinsky	Treasurer
Gene Jones	New Jersey State Rep.
Brain Carson	Pennsylvania State Rep.
Brian Clark	Delaware State Rep.
Chris Lee	Vice President
Joe Zelenenki	Recording Secretary

-meeting called to order at 10:12 a.m.

- Brother Lee made a motion to accept the minutes from the December 13th, 2023 meeting. Motion seconded by Brother Clark. 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:

-PMG's 10 year plan remains the primary focus of all Postal Union's. Virtually every day provides some update on the future and the consequences of this

historic restructuring. While some details have been made available to the membership much still remains undisclosed by Postal HQ.

-Mail Processing Facility Reviews have been conducted in four of the Local's P & DC's and projected impacts to mail handlers identified. As previously reported the Trenton P & DC has been approved for a mail move to the Phila P & DC with an estimated mail handler impact of 36. The Wilmington P & DC as well as the Lehigh Valley P & DC's have undergone studies and conducted public meetings as required by the collective bargaining agreement and have recently received final approval. Wilmington reveals no career impacts but MHA work hours are expected to be reduced once the mail moves. Lehigh is projected to decrease career staffing by six along with reduced MHA work hours. Finally, the SJ P & DC has yet to release its final review with the estimated impact to craft employees at 27. No specific mail handler impact has been provided for South Jersey.

-While the employer has conducted its studies and outline impacts, much remains to be said and done before the first Local 308 mail handler is reassigned. This is a detailed process and as already demonstrated in other parts of the country the CBA will be controlling with impacts kept to a minimum.

-The timing of the local Regional P & DC's (RPDC's) expected to be deployed in or near the Harrisburg P & DC as well as the Philadelphia area is still unclear. It appears likely that the operational dates for either RPDC could stretch into 2025. Where these "mega processing sites" will be has yet to be finalized. As soon as this office knows, members of the bargaining unit will also know.

-There are 3 proposed S & DC's identified within the Locals territory; within the Williamsport office, York East office and the Norristown Tri-County facility. The Norristown transformation into an S & DC occurred recently with no significant increase in mail handler staffing. Discussions with the employer have generated promises but no action. Cross craft grievances have been filed when violations are reported as we are committed to right sizing the mail handler complement.

-A fourth and fifth candidate for an S & DC have surfaced as both Trenton and South Jersey P & DC's currently slated to become LPC's may also house S & DC's. The current term for this is "co-location" and would minimize excessing from the facility and impact to the craft.

-As of the most recent open case report dated March 6, 2024, 245 grievances were listed as pending at step three or arbitration. 69 of those are discipline cases and 176 are contractual violations. This is an increase of 5% in pending cases since last reported. The Local had 7 hearings scheduled before

arbitrators during this period with 5 additional hearings scheduled through the end of April.

-The instituted practice of submitting all step 1 and 2 grievance settlements to Local Union HQ continues. For the 6 months tracked thus far 1017 grievances were resolved at the first two steps of the process, with 539 contractual and 478 disciplinary. The monetary remediation gained by the harm for this period topped \$200,000.

-During this reporting period Brother Gibson attended a branch meeting for the Phila P &DC as well as the Harrisburg facility and conducted a site visit of the Norristown Tri-County office. A Shop Stewards workshop for the Phila P &DC reps was held on March 1st and 2nd, Council meetings were held on February 8th and 29th via Zoom. Local held a "bowling night" in the Philadelphia area, this was the first social event of 2024 for the Local.

-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 to inform the membership of the latest developments affecting their postal lives.

-A nomination meeting for the election of delegates to represent the Local at the NPMHU National Convention in Las Vegas was held. Local Union Council set the number of delegates to be elected as well as choosing the Judges to preside over the election. Candidates were vetted and placed on the ballot with the ballot count scheduled to take place on March 22, 2024 at Local Union HQ.

-The Local's financial condition remains strong despite this Local's dues being among the lowest in the nation. Local Treasurer Rembelinsky shall provide a detailed report of the revenue and the expenses of this Local Union during today's meeting.

-Membership enrollment rates continue to be among the highest in the nation as we rank first among locals with more than 2,000 mail handlers.

-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.

-4th quarter 2023 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
- CD account #2 balance TIAA bank

-Brother Rembelinsky informed Board that the "Aging Summary" report was not a part of their packages but he informed them that all bills were current and there was nothing outstanding.

-A motion was made by Brother Jones to accept the disbursements for the period reflected on the report. Motion was seconded by Brother Zelenenki, 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. Going forward will include the code 84 cost as well.
- Social events costs; bowling party
- Branch meetings (combined)
- Stewards training
- election costs

-As of PP# 5 there are 2791 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.

-Stewards can now get direct deposit if desired for their Union checks when issued. Enrollment forms are available.

- There was an increase in the Local's contribution to the LIUNA retirement fund which was reflected as part of the Treasurer's report.

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

-Board discussed the National Convention election voting process. Specifically, spoke about ensuring that anyone who needed a replacement ballot or their original ballot (returned) sent to their new address.

-Board briefly discussed the constitutional amendments process but tabled the matter till a future date with the elected delegates can take place.

-Executive Council which was meeting via Zoom calls will move to an "Ad-Hoc" schedule. Meetings have been productive as good information is being shared with the Council. Brother Gibson will contact Council members to schedule upcoming Zoom calls.

-Board discussed potential impacts around the Local. In addition to impacts, Board discussed growth within gaining installations. There is still a wait and see as the Service has not committed to RPDC designations and/or identifying the Philadelphia area RPDC or the location of the Harrisburg RPDC. This uncertainty could last until 2025.

-The Williamsport site visit is still needed. Brother Carson will look to schedule said visit but if he is unable to do so Brother Gibson will make the visit. In addition to Williamsport, a York site visit is needed. York is normally "handled" by Lancaster BP Shelby Root. As such he will be tasked with making a site visit to the facility.

-Brother Rembelinsky asked about retreat rights if a mail handler changed crafts and became a clerk. Brother Gibson informed the Board that retreat rights are retained regardless of changing crafts.

-Board discussed a variety of issues related to training, specifically discussing the refresher training for Lindbergh reps. OWCP training will be scheduled for some time in the future. Board discussed how reps are needed to assist with the transition to Postal instead of FEHB. This led to a discussion on retiree benefits and the potential to designate a rep to assist employees with questions related to retiree benefits.

-Board discussed member events for the summer. This will require additional dialogue so the topic was tabled for future discussion.

-Brother Gibson informed Board that he posted a notice on the Local's web page regarding the availability of the new blue and green t-shirts.

-Board discussed a "PAC initiative" with the potential for giving a t-shirt to anyone who signs up for the PAC fund.

-Brother Rembelinsky spoke to the Board about his continued efforts to sort out 1187 issues. This includes separating long term scabs from 1187's that "fall through the cracks". This dialogue included how BP's can file grievances on Shared Services delays in processing 1187's. Brother Rembelinsky is going through each individual installation when doing this analysis. Board used NDC issues as the focus for how he is doing said analysis.

-Additional Items:

-Brother Zelenenki asked about how installations handle ODL issues. Specifically, can the PO kick mail handlers off the ODL if they miss overtime on multiple occasions? The issue is problematic for the Union in installations where the Union handles the overtime list. Consensus is that there is no language that gives the PO the ability to take a mail handler off the ODL.

-Brother Carson spoke to the Board about issues with grievance handling on the PO side of things at HB. He also spoke about issues with "stand-by" time. Board discussed the long term implications of impact to the craft related to standby hours.

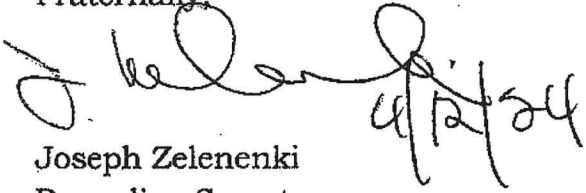
-Brother Clark spoke about how cuts in overtime are affecting the Wilmington facility. Also, how the reduction in overtime has led to other issues (complaints).

-Brother Jones gave the Board a run down on how the "town-hall" meeting went on the SJ study. He also spoke about the constant changes on who the SJ Labor rep is for the PO and how it impacts the ability to resolve problems/grievances.

-Board looked at the calendar for the date of the next Board meeting. Next meeting is tentatively set for the week of June 10th. Exact date will be finalized as we move closer to June. Board members will be contacted to schedule.

-Brother Rembelinsky 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', followed by the date '4/2/24' written vertically.

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308