



# 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

#### SEPTEMBER 12, 2019

#### **Executive Board Members Present:**

John Gibson	President
Mike Mohan	Treasurer
Nick Campellone	New Jersey State Rep.
Mike Rembelinsky	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary
Brian Clark	Delaware State Rep.
Chris Lee	Vice President

-meeting called to order at 10:04 a.m.

**- Brother Zelenenki made a motion to accept the minutes from the June 14, 2019 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:

-While National partners are engaged in contract negotiations there is no respite on the Local front. Violations of the CBA continue to occur but our shop stewards continue to do an excellent job enforcing the contract.

-Latest open case report shows 82 cases pending at step 3 or arbitral level. This is a slight increase since the last report but still well below historical

averages. During the period of this report the Local has advocated eleven (11) cases with an additional seven (7) scheduled through October. A “pre-arb” settlement conference is scheduled for September 24, 2019 to try to resolve cases.

-With the implementation of the National MOU updating the RI-399 procedure, the Local has finalized the majority of inventories under its jurisdiction. Some outstanding problem areas still exist as we continue to attempt to conclude the process.

-Since the Board last met, Brother Gibson has attended meetings relevant to the Local including the South Jersey District briefing. Matters of import included the Services failure to comply with Article 15 and back pay adjustments, a binding step 4 regarding the filling of residual vacancies and the conduct of the management orientation team in the South Jersey District. He also attended the ADUS deployment meeting for the Norristown Tri-County facility. In addition, Brothers Mohan and Gibson have attended Branch meetings for the Wilmington P&DC, Legree S. Daniels P&DC and Trenton P&DC. Social events during the period of this report include the Phila/South Jersey/Delaware picnic held on September 7<sup>th</sup>. Local 308 was well represented as members proudly marched at the 2019 Labor Day parade held on September 2, 2019.

-Communicating with the membership continues to be a focal point and to this end the Local’s tenth (10<sup>th</sup>) newsletter was mailed to the homes of the membership. In addition to the newsletter the Local maintains a vibrant, timely web site along with regular bulletin board postings to foster communication.

-Training remains paramount to maintaining the highest levels of representation. On August 28<sup>th</sup> and 29<sup>th</sup> the Local conducted Steward Introductory/Refresher training at Local Union HQ. NJ State Rep/So. Jersey P&DC Branch President Nick Campellone provided excellent support for these training sessions.

-During the reporting period Local Union Council determined the number of delegates that will attend the 2020 National Convention in Denver Colorado.

The Local Executive Board will determine the benefits to be granted to the elected delegates.

-Local successfully defended against a charge of a violation of the duty of fair representation. A former employee terminated for absenteeism failed to challenge the discharge or notify the Union within 14 days of receipt, therefore the charge was dismissed. Should the charging party appeal the dismissal the Board will be advised.

-Local has filed an unfair labor practice against the employer for failure to provide information necessary to collective bargaining. The Union requested information regarding the employers failure to provide an explanation of its current policy as it relates to the back pay requirement of Article 15 of the CBA. Charge is still in the early stages of development.

-Local's financial standing remains robust; membership dues revenue stream remains consistent as enrollment rates remain among highest in the country. However enrollment rates for the MHBP have seen a significant decline over the last two (2) reported months of June and July. This decline will be discussed at today's Board meeting.

-Finally, a number of poll votes were conducted and identified since the last Executive Board meeting regarding business related expenses.

-Board discussed the issue with Service putting light/limited duty mail handlers into residual vacancies in order to avoid converting MHA's in South Jersey.

-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 second quarter 2019 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 Franklin Mint Fed Cr. Union
- CD account #2 balance Franklin Mint Fed Cr. Union
- CD account #3 balance TIAA Bank
- Fed tax deposit

-Vouchers for all Board members were on the table for review, Brother Mohan stressed the importance of reviewing vouchers as oversight is part of the Board's responsibility.

- Brother Mohan reviewed the end of second quarter financial statement for 2019 providing detail on items included in report.

-Copies of the LIUNA payments made were passed around for Board to review. - Brother Mohan opened the floor for any questions regarding any of the reports that had been previously provided to the Board.

**-Brother Lee made a motion to accept disbursements for the period covered by the report. Motion seconded by Brother Zelenenki. Motion passed unanimously.**

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

- Training costs
  - E-Board meeting (2/26/19), Council meeting/SAMLU
- Arbitration costs. Costs are down compared to last year.
- LIUNA payments
- Social events costs. Bowling events, Phillies game, Phila picnic
- Savings, checking account, CD balances + maturity dates
- Non-compliance lawsuit costs

-tree removal

-Union HQ work; taking bids to complete some maintenance work around Union HQ.(Pressure wash, brick point, window caulk, side-walk patch, chimney service)

**-Brother Mohan made a motion to accept bid of \$450.00 for work (pressure wash, brick point, window caulk, side-walk patch, chimney service)to be done at union HQ. Motion seconded by Brother Rembelinsky. Motion passed unanimously.**

-Total paid membership as of Pay Period 15, 2019 was 2048.

-Local has approximately 94.29 % membership rate.

-Leave hours/balances of Local President, Treasurer and Office Manager were discussed.

**-Brother Gibson made a motion to purchase a storage shed not to exceed \$3000.00 for Union HQ. Motion seconded by Brother Zelenenki. Motion passed unanimously.**

-Brother Gibson opened discussion on the upcoming election cycle. Board has selected Brother Campellone, Sister Sudler and Sister Sterrete(Chief) as judges for Local Election cycle.

-Nomination meeting, pending judge's approval is scheduled for December 14, 2019. Board discussed timelines for both the Local election and the 2020 National Convention delegates' election to try to avoid overlap and/or confusion on voting for 2 separate elections.

-Board discussed the unfair labor practice charge mentioned in Brother Gibson's Presidents report. Union attorney Josem provided some assistance on the matter.

-Board discussed voucher submissions for advocates doing hearings. Outstanding issues were discussed and a plan to address said issues is under development.

-Board discussed the Mohan retirement issue. Potential solutions were discussed.

-Brother Gibson informed Board that the Bristol Township Benevolent Association has asked for a donation. In the past the Local has donated \$100.00 per year.

**-Brother Gibson made a motion to donate \$100.00 to Bristol Benevolent Association. Motion seconded by Brother Rembelinsky. Motion passed unanimously.**

-Brother Gibson has scheduled a “pre-arb” meeting with the Postal Service to try and resolve cases on the docket. If need be he will reach out to Branch Presidents if clarity is needed on particular cases.

-Board discussed “building inventories”. Some facilities have current inventories still pending.

-Brother Gibson informed Board that the next training session to be scheduled will be advanced grievance construction. In addition, he would like to schedule an “OWCP” training session. Dates for these sessions are undetermined at this time.

-Board discussed revenue streams. Based on declining membership numbers there is impact on Local’s monetary “bottom line”. Mail Handlers Benefit Plan and impact to enrollment and how it affects the Local was also discussed.

-Board discussed upcoming social events. Lehigh Valley Picnic is scheduled for September 14, 2019. With “swearing in” ceremony occurring in March 2020 Board agreed to hold a bowling event tentatively scheduled for 2/8/2020.

-Brother Rembelinsky proposed sending a representative to the Mail Handlers Benefit Plan training in Kansas City. Board discussed.



**Additional Items**

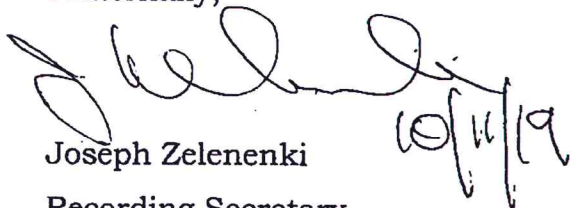
-Brother Rembelinsky opened discussion on clerks performing "TACS" duties. On the face of it there is no violation of the CBA. Each facility will have to monitor to ensure mail handlers pay/leave is correct.

-Brother Clark asked if members are able to purchase Local 308 T-shirts "on-line". While the National has revamped their process for the purchase of certain items (shirts, hats, aprons) locally our web page is not set up to handle these types of transactions. The current process of requesting through Branch Presidents shall continue.

-Brother Zelenenki asked how MHA work hours and leave are handled within each installation. Example cited was an MHA who has already worked more than 8 hours being able to submit for annual leave even after having worked more than 8 hours. Issue seems to be specific to the NDC but will have to look at "TACS" to see what happens with leave entry for an MHA who has already worked 8 + hours.

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

Fraternally,

A handwritten signature in black ink, appearing to read 'Joseph Zelenenki', with a date '10/11/19' written below it.

Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308