



# National Postal Mail Handlers Union Local 308 – AFL-CIO

A DIVISION OF LABORERS' INTERNATIONAL UNION

117 Neshaminy Rd. Croydon, PA 19021  
Tel. 215 788-5308 Fax. 215 788 5323

## **MINUTES NATIONAL POSTAL MAIL HANDLERS UNION LOCAL 308'S EXECUTIVE BOARD MEETING SEPTEMBER 26, 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 10:25 a.m.

**-Motion was made by Brother Campellone to accept the minutes from the July 3, 2018 Executive Board 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:

-The release of the report from the White House Task Force on the USPS will not take place until after the November elections. The timing of said release does not portend well for USPS employees and specifically for mail handlers. As such we are reminded that protecting the livelihoods of those we represent goes well beyond the rights we have established through collective bargaining. The extent of the potential impact is obviously not known at this point but the most effective way to counterattack will be to elect those, regardless of party, who support strengthening and preserving the United States Postal Service. The most recent report issued by the office of Management and Budget calls for a transition of the Postal Service into a private entity, which would obviously hold disastrous effects for mail handlers and the mailing public. To this end, our National partners along with the other National Postal Unions have scheduled rallies in every congressional district prior to the mid-term election. Details of these events will be discussed during the Executive Board and Local Union Council Meetings of September 26<sup>th</sup> and September 27<sup>th</sup> respectively.

-The Local continues to recover from the staffing impacts related to the F-1 scheduler employment. It appears that at least in the short term the Service has backed off on their quest to bring facilities in line with the Scheduler and have even considered replenishing the rank and file in some facilities. In the event the Service "reactivates" the Scheduler we are confident that we have the arguments and the will to effectively push back. While work hours remain at increased levels, based on extensive use of the overtime desired lists this is not a sustainable plan for understaffing. MHA's are forced to work more than eight hours in a day and more than forty hours in a week. Further, should non-OTDL career mail handlers be forced to work beyond eight and forty on a recurring basis this may be grounds to challenge the employer to hire.

-Many of the larger facilities within the Local have already met to begin implementing the RI-399 Update MOU with the smaller offices expected to follow suit shortly.

National Joint Training details are still being finalized and will be reported as they become available. In preparation for the National MOU the Local convened a jurisdictional meeting for members of the Local Union Council on August 23<sup>rd</sup>.

- Impact to our Scranton facility has existed for years at this point and this issue remains on our radar. A new feasibility study would have to be conducted prior to the Service taking any action.

-The Norristown Tri-County office has had several mail handlers there on extended details. Since the Service has now determined that a more “permanent” arrangement is needed the process has begun to offer these assignments to those eligible.

- The open case report dated September 24, 2018 reflects 48 grievances pending arbitration, which is a significant reduction since our last report. In fact, this is more than a 57% reduction in cases pending arbitration. The previous report had reflected a 55% reduction which we attribute to the resolution of a significant number of Article 12 cases.

- During the period of this report the Local has conducted nine arbitration hearings, which is down from our last reporting period. Of note however is that we have already surpassed our total arbitration expense for this year as compared to the prior year.

- Brother Gibson has attended numerous meetings during the reporting period including Local Dispute Resolution Committee meetings for the Lehigh Valley, Trenton, Philadelphia and South Jersey P&DC's. In addition, he has attended the Committee of the Future Meeting July 24<sup>th</sup> through the 26<sup>th</sup>, as well as the Semi-Annual Meeting of Local Unions (SAMLU) held August 13<sup>th</sup> through the 15<sup>th</sup>. A facility walkthrough of the South Jersey P&DC was conducted on September 24<sup>th</sup> with Branch

President Campellone. The Union was also represented during the Labor Day celebration of September 3<sup>rd</sup>, 2018.

-Finally, The Local has conducted several social events for members, friends, and family including an outing to New Jersey's Clementon Park, a trip to Citizens Bank Park to see the Phillies take on the Marlins, and a picnic in the Lehigh Valley – Scranton area. The next scheduled social event will occur on September 29<sup>th</sup>, 2018 in the Harrisburg area.

-While there has been a spike in MHA hiring it has not matched the rate of attrition which sees the mail handler complement shrinking. The revenue stream from the MHBP is also diminished despite significant improvements in benefit and price as the reality of declining enrollment and shrinking market share have had significant impact.

-The Local enjoys a robust financial position which can be attributed to the commitment of the leadership of the Local over the last seven and a half years. This philosophy has allowed the Local during these politically charged times to strengthen our financial standing while still providing the highest levels of representation possible.

-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.

- Second quarter 2018 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 Franklin Mint Fed Cr. Union
- CD account balance TIAA Bank

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

- Brother Mohan reviewed the end of second quarter financial statement for 2018 providing detail on items included in report. In addition, he went into detail as to why there was a negative income under “net income”.

-Copies of the LIUNA payments made were passed around for Board to review.

-He then opened the floor for any questions regarding any of the reports that had been previously provided to the Board.

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

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

- Tax payments

- Liuna pension payments

- Arbitrators costs thus far this year, of note is we have already surpassed last year’s total

- Training costs
- RI-399 meeting, E Board meeting (7/3/18), 2017 Council meeting
- Social events costs (Clementon and upcoming Harrisburg, Scranton events)
- Savings, checking account and Certificate of Deposit balances were provided.
- Total paid members as of Pay Period #17 2018 was 2061.
- Local has approximately 93.8 % membership rate.
- Leave hours/balances of Local President, Treasurer and Office Manager were discussed.
- Brother Gibson brought Board up to speed on the pending Mohan retirement issue.
- Board discussed potential Union HQ improvements. A security gate to enclose the parking area was discussed; at this time its cost prohibitive. Board also discussed the need to repave/seal the parking lot.
- Brother Gibson opened discussion on “stewards salaries”. Board reviewed language in the Constitution that covers the scope of the Council’s responsibilities.
- Brother Campellone made a motion to raise alternate stewards salaries to \$500.00 per year(\$125.00 a quarter), effective October 1, 2018. Motion seconded by Brother Zelenenki. Motion passed unanimously.**
- Brother Gibson opened discussion on the upcoming RI-399 training that is slated to occur in November. Logistics/details need to be worked out as the USPS will cover the cost associated with the training.
- Dates for upcoming training sessions were discussed. ”New steward” and “advanced steward/grievance construction” training sessions will be held. Cases can always be improved upon/better documented. Board discussed the recent “NLRB revised negligence standard”. Brother Gibson has sent it electronically to all Board/Council members but will resend.

-Board discussed "communication". Local wants to develop an "app" similar to Local 300's app. Brother Mohan did some research and the cost to develop an app makes it cost prohibitive. Board then started discussing "Face book" usage for the Local.

Consensus is that communication is always a positive but there are concerns about member's ability to post inappropriate/negative content in response to postings.

-National office has put the call for bargaining unit proposals I.E. "contract changes".

-Board discussed the Columbus Day rally. Rallies are scheduled for October 8<sup>th</sup>.

-Board discussed the dates for the membership drive. Tentative dates selected are Jan 1-March 31 for "bounty" period.

-Board discussed social events for the Local. Clementon Park was a successful summer event; as such the Board discussed retaining the Clementon Park event as a "break-even" event in the future. This year's Winter event will be a bowling party, date to be determined. Board wants to use the same venue used in previous years.

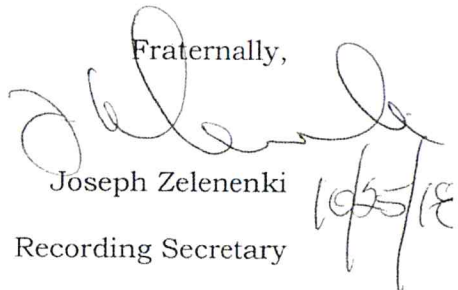
-SAMLU 2019- Board discussed holding 2019 Executive Council meeting in conjunction with the SAMLU in Atlantic City as all Council members are slated to attend SAMLU as Local 308 is host Local. Logistics of Council meeting still need to be sorted out. Item tabled.

-Next Executive Board meeting is tentatively scheduled for 12/6/18.

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

**Motion passed unanimously.**

Fraternally,



Joseph Zelenenki

Recording Secretary

NPMHU - Local 308