



National Postal Mail Handlers  
Watchmen, Messengers, and Group Leaders  
**LOCAL #308 - AFL-CIO**

*DIVISION OF LABORERS' INTERNATIONAL UNION*

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**MINUTES**  
**NATIONAL POSTAL MAIL HANDLERS UNION**  
**LOCAL 308'S EXECUTIVE COUNCIL MEETING**  
**9/4/13**

The Executive Council meeting was held at Bally's in Atlantic City New Jersey.

**Executive Council Members Present:**

John Gibson  
Bill Finley  
Mike Mohan  
Mike Rembelinsky  
Brian Carson  
Chuck Decarlo

Nick Campellone  
Rick Vennera  
Quentin Seth  
Joe Zelenenki  
Pam Baum

Shelby Root  
Mark Adamchek  
Steve Bahrle  
Mike Cooper  
Bob Glycenfer

-Council meeting began at 9:29 a.m. with the Pledge of Allegiance followed by a moment of silence for Frank Kane and others who are in our thoughts.

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

-National Shop Steward Trainer Sam D'Ambrosio along with Northeast Regional Vice President and Local 300 President Paul Hogrogian provided Article 30/Local Memorandum of Understanding training to Local 308's Executive Council on April 15th, 2013. Brother's Hogrogian with National Contract Administration Representative Tim Dwyer provided advocacy training to representatives from around the Local.

-Closings and consolidations continue to impact Local 308. Since last reported, both Reading and Williamsport have seen their mail handler complements reduced to zero while Southeastern's mail handler complement has been reduced to fifteen(15) as of September 7, 2013. Pennsylvania State Rep. Mike Rembelinsky along with former Williamsport representative John Sprinkle performed a site visit and observed sufficient mail handler work to justify, in their opinion retreating mail handlers. Brother Sprinkle has filed the necessary grievance as the Local intends to fight for the return of mail handlers to this facility. Brother Rembelinsky along with Brother Chuck DeCarlo did the same at the Reading plant with Brother DeCarlo also filing a grievance to return mail handlers to the Reading facility. Both Lancaster and Scranton still face remaining impacts in February of 2014. Details on these impacts have not been shared with Local 308 to date but as soon as these details are made available they will be shared with the membership along with their respective union representatives.

-Similar Union activity is occurring in South Jersey with New Jersey State Rep. Nick Campellone monitoring activities at the Lakewood facility. Brother Campellone monitored the facility for a one(1) week period and has already filed grievances for other crafts performing bargaining unit work including using PIT equipment. Brother Campellone believes there is sufficient work for mail handlers to be returned to this facility.

-Since the last President's report Brother Gibson has attended two(2) Semi-Annual Meetings of the Local Unions. Details of the meetings were included in the Presidents reports which have been distributed to the membership and are available on the Local's web site. At the August SAMLU an announcement was made that copies of the 2011 National Agreement will be mailed to members and representatives.

-With the introduction of the MHA position under the terms of the 2011 National Agreement, it has become necessary to shift our tracking profiles. The Local has distributed an MHA and Casual Accounting SOP to the various branches to do so. These reports will be shared within the Local and at the regional level to

ensure management is not violating the cap provisions. The tracking of the MHA's is critical in attempting to have the MHA's converted to career positions.

-The Local has withdrawn from the (MAP) Modified Arbitration Procedure program. While the program showed promise, the Eastern Area's inability to provide a management representative with the authority to settle case crippled the process.

-South Jersey P &DC is still attempting to implement remedy in regards to the "relief position" grievance award issued by Arbitrator Bello. While progress has been made in terms of the elimination of the relief positions and the posting of new assignments, the parties have been unable to agree on the out of schedule remedy portion. The Union was prepared to put the matter back before Arbitrator Bello but an agreement was made to calculate out of schedule premium for those impacted by the creation of the relief position. Brother Campellone has submitted a list of impacted mail handlers to management and has scheduled a follow up meeting with the Postal Service to ensure implementation.

-Since last report, Brother Gibson has attended branch meetings in Scranton, Lancaster, South Jersey, Harrisburg, Trenton, Delaware, Wilmington, Philadelphia NDC and Philadelphia P & DC. In addition he has toured the work room floor in Phila. P &DC and NDC plants as well as South Jersey, Scranton, Lancaster, Harrisburg, Williamsport, and Wilmington.

-The Local continues to publish and distribute a monthly bulletin on matters of importance. In addition the Local's next newsletter should be out by the end of the month.

-The National Legislative Conference was held on May 8-9, 2013 in Washington D.C. and was attended by Brothers Gibson, Mohan, Campellone and Rembelinsky. Details of the Legislative Conference were included within the April/May edition of the Presidents report. There are a number of proposed legislative initiatives before Congress and it is extremely important that members of Local 308 make their voices heard.

-With the creation of the MHA(mail handler assistant) there has been a rise in the Local's membership. When combined with the relocation of Local Union Headquarters and the reduced operating costs associated with said move the financial condition of Local 308 is improving. Caution must still be exercised and the ability to manage resources still critical despite the positive steps taken by the Local. Representation is still the primary focus of this organization and its leadership.

-The "bond claim" filed by the Local is still pending as assertions made by former officers of the Local along with additional claim amounts have necessitated further exchanges with the bond company. On May 29th 2013 the Local received an additional inquiry in regards to the amended claim. National Counsel Bruce Lerner was consulted after which the Local responded. In August the bond company again requested additional information which was provided to them the following day but to date no decision has been rendered either on the original or on the amended claim amounts.

-Brother Mohan provided a "Treasurers Report" containing the following reports to all Council members.

- 2nd quarter 2013 financial report
- A/P aging summary
- Vendor balance detail report
- Deposit detail report
- Check register
- Code 84 line detail tracking
- Direct deposit tracking
- Liuna payments
- Checking account balance
- Savings account balance

-Council reviewed the financial report, items of note.

-Brother Mohan went through the second quarter financial statement for 2013 providing detail on each line item and providing clarification when necessary.

-Brother Mohan then went through a list of large expenditures that the Local has incurred or will incur such as training, local events and tax liabilities. He further elaborated that all bills are "current".

-Council reviewed check register report.

- Council reviewed "Code 84" tracking report

-Brother Mohan provided a separate report for direct deposits.

-Council reviewed Brother Gibson's leave usage report for 2013; Council further discussed leave usage, tracking said leave and the potential impact on retirement.

-Vouchers for all Board members were passed around and reviewed by all Council members. Brother Mohan stressed the importance of voucher review.

-Brother Mohan spoke about the outstanding monies owed to the state of New Jersey. Brother Gibson has already written a letter asking them to abate the penalty. The balance and interest has already been paid, Local is just awaiting penalty decision.

-Brother Mohan said things are looking up for the Local with the influx of Mail Handler Assistants(221) to the membership.

-Settlement date for new Local headquarters at Neshaminy Rd property in Croydon is scheduled for October 1, 2013. Property was purchased for \$315,000.00 with renovations needed. A company named "Formcraft" gave a quote for the renovations but the Local will solicit quotes from other companies. The cost breakdown for the new headquarters is;

-Total mortgage amount is \$252,00.00

-Monthly mortgage payment is \$2374.83

-Real estate taxes are 10,000.00 per year

-The proposal initiated by Brother Gibson at the NPMHU National convention has generated an additional \$32,700.00 for the Local to date.

-Revenue sharing from the Mail Handlers Benefit Plan is down as less people are signing up for the MHBP.

-Brother Gibson stated that the Postal Service will offer some type of benefits plan to the MHA's.

-Brother Mohan opened floor for questions; costs of rehab for the new headquarters was discussed at length.

-Brother Gibson opened discussions on the By-Laws and potential amendments. Procedures were outlined; in order for an amendment to be changed, 12 out of 17 votes are needed.

-The agenda items submitted were placed in the order in which they were received at Local Union headquarters.

-The first submission came from Brother Vennera who offered the following submission;

### Section 7

#### Existing Language

In branches where the mail handler complement is in excess of 50, there shall be a Branch President. In branches with 50 or less mail handlers, the Executive Board shall have the discretion to establish or eliminate the Branch President position.

-Discussion was held concerning whether this submission was properly before the Council.

### Section 7

#### New Language

In branches where the mail handler complement is in excess of 50, there shall be a Branch President. In branches with 50 or less mail handlers, the Executive Board shall have the discretion to establish or eliminate the Branch President position.

**When the Decision is made to retain a Branch President with less than 50 Mailhandlers, section 8j of the local bylaws shall be the guide lines.**

**When it is determined by the Executive Board to eliminate the position of Branch President and there are at least 6 mail handlers remaining at a facility, there shall be named a "chief steward in charge" of that facility and she /he is to be paid at the rate of a chief steward that is established under the current By Laws(8-F). Motion was seconded by Brother Seth. Council then held discussions on motion. Motion passed unanimously.**

Section 8

Existing Language

This Union Council agrees to forgo any Council and Executive Board salary increases for the years 2009, 2010 and 2011. The current salary rates shall remain frozen until modified by the Local Union Council in accordance with these By-Laws.

Section 8

New language

**Eliminate from by laws.**

Motion was seconded by Brother Root. Discussion then ensued.

**Brother Campellone offered a friendly amendment which was accepted by Brother Vennera. The friendly amendment is "eliminate 8A, first paragraph while retaining language on freezing salaries until modified by Local Union Council in accordance with the By Laws".**

Brother Rembelinsky called for the question.

**Motion passed unanimously.**

(8-J)

Existing language

(8-J) These By Laws shall include the current salary of all elected union officials.

Local President	\$101,337.08
Vice President	\$11,910.34
Treasurer	\$16,244.02
Pa State Rep.	\$10,827.18
NJ State Rep.	\$10,827.18
De. State Rep.	\$10,827.18
Recording Secretary	\$10,827.18
Branch President	\$7,261.54

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Recording Secretary	\$10,827.18
Branch President	\$7,261.54

<b><u>Branch President with more than 450MHS-</u></b>	<b><u>\$7500.00</u></b>
<b><u>Branch President with 50 and less than 450 MHS-</u></b>	<b><u>\$7,261.54</u></b>
<b><u>Branch President with less than 50 and more than 12-</u></b>	<b><u>\$1500.00</u></b>

**Motion was seconded by Brother Root. Discussion then ensued.**

Brother Seth called for the question.

**Motion failed to achieve 2/3 votes requirement.**

The following By Law change proposal's were submitted by Brother Finley.

Article 3, Section 4-in the event of a death of a dues paying member, Spouse, Child, **Sibling**, or Parent; a spray of flowers will be sent to the family, or be guided by the family's request.

**Change is in bold and highlighted. Motion was seconded by Brother Zelenenki. Motion passed.**

Article 1, Section 2- the colors of Local 308 will be **black and white**. **Change is in bold and highlighted. Motion was seconded by Brother Campellone. Motion failed to achieve 2/3 votes requirement.**

The following By Law change proposal's were submitted by Brother Campellone.

1).Article 3, section 6: Holiday gift certificates-members in smaller offices with less than 25 members shall be combined in each state and the State Executive Board Member shall be allocated one(1) Holiday Gift Certificate for them. The Gift Certificate shall be provided to the member by raffle during the fall/winter months. It shall be the responsibility of the State Executive Board Member to arrange the drawing and delivery of the Gift Certificate.

**Motion seconded by Brother Mohan. Motion passed unanimously.**

2).Article 4 section 7: (as it relates to Article 5 section 1, part c) Meetings

All State Executive Board Members shall attend at least one(1) Branch unit meeting for each unit in their state at the direction of the Local President. This item was resolved at the Executive Board meeting on 9/3/13.

3).Article 4, section 11: Steward Badges-the Local shall provide steward badges better than the one day badges previously issued. This item was resolved at the Executive Board meeting on 9/3/13. Brother Carson suggested pictures of stewards with the steward certification notices posted on the Union bulletin boards. Brother Gibson suggested each Branch President can take pictures of their respective stewards and add them to the Local's web page. In addition, Branch Presidents will speak with their respective stewards to gauge interest in badges.

4). Article 4, section 15: Financial Obligations-financial obligations be defined as the payment of membership dues.

**Motion seconded by Brother Finley. Discussion then ensued. Motion passed unanimously.**

5). Article 4 section 8: Compensation for Union Officials. **Motion withdrawn by Brother Campellone.**

6). Section 8: To eliminate section 8-A (all of it). **Motion withdrawn by Brother Campellone.**

The following submissions came from Brother Carson.

### SECTION 3

#### **Current**

Any member signing up a non-member shall be paid a bounty of \$20.00. These new members will receive a free apron or a Local 308 shirt depending on availability; any member who signs up ten new members in a calendar year be awarded a light weight mail handler jacket.

### **Proposed**

Any member signing up a non-member shall be paid a bounty of \$20.00 **upon receipt of the new member's completed Form 1187 at Union Headquarters.** These new members will receive a free apron or a Local 308 **t-shirt**, shirt depending availability. Any member who signs up ten new members in a calendar year **shall** be awarded a light weight mail handler **union** jacket **upon receipt of the tenth new member's completed 1187 at Union Headquarters.**

**Motion seconded by Brother Seth . Discussion then ensued. Brother Seth offered the following friendly amendment which was accepted by Brother Carson. In lieu of " upon receipt of the new member's completed Form 1187 at Union Headquarters", insert "once the new members name is reflected on the dues check off list." Brother Carson withdrew striking the word "apron" from the amendment but retained striking the term, "shirt depending availability". Brother Carson altered " upon receipt of the tenth new member's completed 1187 at Union Headquarters", to read as " upon receipt of the tenth new member's completed 1187 at Union Headquarters and once the tenth new member's name is reflected on dues check off list".**

**Due to the amount of changes discussed, here is the proposed language with all the changes.**

**Any member signing up a non-member shall be paid a bounty of \$20.00 once the new member's name is reflected on the dues check off list. These new members will receive a free apron or a Local 308 T-shirt; any member who signs up ten(10) new members in a calendar year shall be awarded a light weight mail handler union jacket upon receipt of the tenth new member's completed Form 1187 at Union Headquarters and once the tenth new members name is reflected on the dues check off list.**

**Motion passed unanimously.**

## **SECTION 5**

### **Current**

This Local Union will have at least two(2) members' events during the calendar year. One event shall be held during the Summer months and one event held during the Fall/Winter months. The Local Executive Board will determine the format and details of these events.

### **Proposed**

This Local Union will have at least two(2) members' events during the calendar year. One(1) event shall be held during the Summer months and one(1) event held during the Fall/Winter

months. **These events shall rotate geographically throughout the Local's area of representation.** The Local Executive Board will determine the format and details of these events.

**Motion seconded by Brother Root . Discussion then ensued. Motion passed unanimously.**

#### Article IV

#### SECTION 8

The Stewards salaries shall reflect the increases from Jan 1, 2013.

#### **Current**

(8-F) Steward Compensation: To be eligible stewards must serve at least three (3) months of the year. This compensation would be paid quarterly for regular and chief stewards and prorated if the steward does not serve the entire period. Alternate stewards shall be compensated quarterly and prorated for time not served. Steward compensation will be as follows:

- 1.) Chief Stewards -- a flat yearly rate of \$575.00, plus an additional \$25.00 per month. (\$218.75 quarterly) **Motion to change flat yearly rate for Chief Stewards to reflect correct amount of \$725.00. Motion seconded by Brother Finley. Motion passes unanimously.**
- 2.) Stewards -- a flat yearly rate of \$575.00. (\$143.75 quarterly)
- 3.) Alternates -- a flat yearly rate of \$290.00. (\$72.50 quarterly)

#### **Proposed**

(8-F) Steward Compensation: To be eligible stewards must serve at least three (3) months of the year. This compensation would be paid quarterly for regular and chief stewards and prorated if the steward does not serve the entire period. Alternate stewards shall be compensated quarterly and prorated for time not served. Steward compensation will be as follows:

- 1.) Chief Stewards -- a flat yearly rate of **\$1025.00**, plus an additional \$25.00 per month. (**\$256.25** quarterly) **Friendly amendment was offered by Brother Campellone and accepted by Brother Carson is to add \$300.00 to salary and delete \$25.00 per month. Motion seconded by Brother Finley. Motion passes.**

2.) Stewards -- a flat yearly rate of \$675.00. (\$168.75 quarterly)

3.) Alternates -- a flat yearly rate of \$340.00. (\$85.00 quarterly)

Shop stewards shall receive the following pay raises below, effective January 1, 2014. If the pay raises are passed by the Council then the rates shall be reflected in the By Laws that are below and not those above.

**That all chief shop stewards have their annual salary increased by \$100.00 effective January 1, 2014.**

**That all regular shop stewards have their annual salary increased by \$50.00 effective January 1, 2014.**

**That all alternate shop stewards have their annual salary increased by \$25.00 effective January 1, 2014.**

**Motion seconded by Brother Mohan. Discussion then ensued. Motion passed unanimously.**

**Below is the up to date language on 8-F of the By Laws.**

**1.) Chief Stewards -- a flat yearly rate of \$1125.00, (\$281.25 quarterly) effective January 1, 2014.**

**2.) Stewards -- a flat yearly rate of \$725.00, (\$181.25 quarterly) effective January 1, 2014.**

**3.) Alternates -- a flat yearly rate of \$365.00, (\$91.25 quarterly) effective January 1, 2014.**

Following proposal submitted by Brother Mohan.

Art.3 Section 6

Holiday Gift Certificates: This is for dues paying members only. The Branch President shall be allotted one certificate for every 25 dues paying members. The value of each certificate shall be established by the Local Executive Board and is currently set at \$25.00. The gift certificates shall be provided to the membership by raffle during the Fall/ Winter months. It shall be the responsibility of each Branch President to arrange with Local Union Headquarters the delivery of his / her gift certificates.

## New Language

### **Art. 3 Section 6**

Holiday Gift Certificates: This is for dues paying members only. The Branch President shall be allotted one certificate for every 25 dues paying members. The value of each certificate shall be established by the Local Executive Board. The current amount of \$25.00 be increased to \$35.00. The gift certificates shall be provided to the membership by raffle during the Fall/Winter months. It shall be the responsibility of each Branch President to arrange with Local Union Headquarters the delivery of his / her gift certificates.

**Motion seconded by Brother Seth. Discussion ensued. Motion passes unanimously.**

Following proposals have been submitted by Brother Bahrle.

- 1) That a Local wide shop steward application be constructed at the Council meeting for all branches or as determined by the Council. Article 4. **This was discussed at yesterdays Executive Board meeting and it was agreed that Brother Bahrle will email the Board potential questions in order to develop a questionnaire for any mail handler expressing interest in becoming a steward.**
- 2) That once a year on April 1 a Local t shirt or hat or apron be given to each member of Local 308. Article 3. **Tabled until first Executive Board meeting in 2014 following the Election.**
- 3) That effective January of 2014 the salary freeze for all Local 308 Officers be terminated. Article 4. **Withdrawn by Brother Bahrle.**
- 4) Proposal Recommendation to the Local President: That the Local President select one member of the e board and one council member to attend future SAMLU meetings with the Local President on rotating basis. If selected e-board or council member elects not to go the next available members shall be selected on a rotating basis. Article 5. **This proposal was resolved at yesterday's Executive Board meeting with the following motion; Brother Campellone made a motion that prior to the upcoming SAMLU meeting the Executive Board will discuss sending one(1) Executive Board member and one(1) Executive Council member to SAMLU event. Motion seconded by Brother Mohan. Motion passed unanimously.**
- 5) That Local 308 take the necessary steps and cost to have Arbitrator Owens recent decisions vacated in Federal Court. Such bad decisions as Philadelphia NDC Cilo case, Trenton NJ Contingency case and Lancaster Pa case. Executive Board decided this is not a Council matter as it involves cost expenditures. **Brother Gibson informed the Council about how the Local was handling Arbitrator Owens's decisions concerning the Phila. NDC CILO case and the**

**Trenton Contingency case. Executive Board is considering moving these cases to federal court pending a decision at the National level to "set aside" the aforementioned decisions.**

6) That Local 308 take the necessary steps and cost to take our Bond company to Federal court for failure to reimburse Local 308 \$180,000. **Brother Bahrle agreed to table.**

7) That Local 308 request a meeting with the National office to take whatever action necessary to arbitrate AI/ATHS which has been pending since 2006. **Brother Bahrle agreed to withdraw.**

8) That Local 308 request meeting with the National Office to relieve Local 308 of the remaining tax loan. This meeting is based upon the relaxed position of the National Office to not properly comply with Article 4 of the Local Constitution, Part D sections #5 and # 8 and Article 8 of the National Constitution Section 4 and Section 5. Since the National President and the National Secretary-Treasurer failed to protect the interest and members of Local 308 the responsibility of repaying the unpaid taxes under Frank Phillips should be shared equally by both Local 308 and the National Union. Had the National complied with their duties as defined by the National and Local constitutions, Local 308 would have not had to suffer the financial harm resulting from Frank Phillips and the neglect of the National Office. **Executive Board discussed at yesterday's meeting. Brother Bahrle made a motion to send a representative to meet with National President John Hegarty and Secretary Treasurer Mark Gardner to explore any and all opportunities based on the National Constitution to relieve Local 308 of any of the tax burden that remains and all liabilities for loans to the National. Motion seconded by Brother Campellone. Motion failed based on not attaining 2/3 approval.**

9) That professional grade ID badges be purchased by Local 308 for all elected officers and appointed shop stewards. **This item was resolved at the Executive Board meeting on 9/3/13.**

10) That newly trained advocates for arbitration must observe at least 3 arbitration hearings before being an advocate and will not advocate a removal case in the first year of becoming an advocate. **This issue was discussed at yesterdays Executive Board meeting where the following action took place; Brother Bahrle made a motion that all newly trained advocates will not advocate a removal case in the first year of becoming an advocate. Hearing no second the motion failed.**

11) That Local 308 develop a guideline for all stewards who represent Mail Handlers in a PDI interview. We are not silent observers or witnesses as some managers believe we should be.

And whether or not it is proper for 2 or more managers to attend the PDI interview. Council discussed pluses and minuses of how PDI's are handled. Brother Bahrle will develop guidelines for stewards to use when representing mail handlers during PDI's. Executive Board will review said guidelines prior to disbursement.

**-Motion was made by Brother Seth to adjourn meeting. Seconded by Brother Vennera. Motion accepted, meeting adjourned.**

**-Executive Council reconvened on 9/5/13. Brother Rembelinsky was not in attendance due to a family emergency.**

-Council reviewed the Fishgold Question and Answer supplement, reviewing each item listed. Items of note.

-If a violation at the district level occurs for MHA cap violation where would remedy be applied? At the Local level or at the district level? Brother Gibson informed Council that the National believes it should be filed at both levels. Brother Gibson informed Council that if a violation occurs at the District level but no installations are over the cap, the Executive Board has decided that remedy will cover the entire district.

-Brother Gibson will investigate whether there is any career credit for MHA service time.

-Council reviewed actual Fishgold award pg. 18 MHA language on when an MHA is in actual overtime status or over 8 hours and how this could impact mail handlers on the over time desired list.

-Council discussed language in ELM regarding MHA annual leave approval procedures. ELM clearly states that within an MHA's first 90 days there is no requirement on approving annual leave.

-Council discussed the potential for the Postal Service potentially opening up LMOU's, to date no written notifications have been received at any installations. Deadline for opening LMOU's is September 15, 2013.

-Council discussed the impact on holiday scheduling with the introduction of MHA scheduling language for holidays.

-Discussion ensued on the processing of post separation and post removal grievances, Brother Gibson stated the importance of using the term "pre-textual". Council also discussed at length the issue of MHA's being dismissed within the first 90 days and does the Union have the ability to grieve removal prior to MHA meeting the 90/120 requirement.

-Language on 204B details has been clarified. Any mail handler acting in a 204 B capacity must be down 14 days before they submit a bid. Council discussed this issue at length along with potential scenarios where this may be manipulated.

-Article 15.2 language has changed regarding extensions at the step 1 level beyond 14 days. The parties must agree in writing to extend beyond 14 day time limit.

-Council discussed the methodology for casual measurement.

-Lengthy discussion was held concerning the language on managements continuing need to withhold vacancies. Union may request reasons for withholding and management must then review that continuing need and management **shall** then discuss the results of such review.

-Brother Gibson reviewed procedures for voucher submissions with Council. Current mileage rate is .56.5. A voucher template has been e mailed to everyone that can be typed into. If voucher is for arbitration hours include arbitration and GATS number.

-Council discussed the Local's "IT" issues. Brother Gibson emphasized the importance of communicating any "IT" issues or problems so they can be resolved as quickly as possible.

-Brother Gibson opened discussions on the methodology for casual and MHA tracking. Emphasis was placed on how reports must be in Microsoft Excel format. Brother Carson currently uses a slightly different format that still works for tracking purposes. Brother Carson will create a version of this report for 2014.

-Council discussed the Eastern Area Residual Report. Report is sent to Brother Gibson who then distributes throughout the Local. Specifics of report were reviewed. Brother Gibson wants to match the list of residual vacancies in report to the actual vacancies within each installation.

-Latest edition of the Local's newsletter will be going out soon. Deadline for submissions is September 15, 2013. Brother Gibson stressed the importance of Branch Presidents reporting activities within their installations.

-Brother Gibson wants quarterly reports from each installation. End of September ends current quarter. First quarter of 2014 ends at the end of March. Reports will be expected for first quarter sometime in April.

-Floor was opened for additional items.

**-Brother Seth made a motion to adjourn. Motion seconded by Brother Adamchek. Motion passes.**

Fraternally,

Joseph Zelenenki  
Recording Secretary  
NPMHU Local 308