

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 BOARD MEETING
JANUARY 30, 2013

The Executive Board meeting was held at Local 308 headquarters in Philadelphia, Pa.

Executive Board Members Present:

John Gibson	President
Steve Bahrle	Vice President
Mike Mohan	Treasurer
Nick Campellone	New Jersey State Rep.
Quentin Seth	Delaware State Rep.
Mike Rembelinsky	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary

-minutes accepted from the 11/14/12 meeting with the following changes;

-Brother Gibson appealed the penalty for tax liability to the state of New Jersey and was successful in having the penalty reduced. There is no longer any tax liability to the state of New Jersey from previous years.

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

-On January 8, 2013 National Shop Steward Trainer and former Eastern Area Vice President Sam D'Ambrosio conducted stewards training for new representatives as well as refresher training for some existing stewards.

-Brother D'Ambrosio as well as Brother Paul Hogrogrian, current Northeast Regional Vice President and Local 300 President, will administer an Article 30 training seminar sometime around April 15, 2013.

-Local Union headquarters is focusing its attention on the potential closings/consolidations for both Central Pa and the Philadelphia districts. The five(5) targeted facilities could have impacts affecting hundreds of mail handlers who face possible reassignment to other installations. As always the Local continues to look for ways to minimize impact to any affected mail handlers. In November a meeting was held to discuss the status of Williamsport, Reading and Scranton with both District and Area level management. According to management there will be no reassignments of Scranton mail handlers until 2014. During the meeting postal management informed the Union that they would reassign Williamsport and Reading mail handlers effective February 23, 2013, but pushed it back to June of 2013. There is ongoing disagreement on any remaining mail handler complement in both Williamsport and Reading as the postal service still maintains there is no continuing need for mail handlers in these installations. Brother Gibson has requested that Eastern Regional Director, Theresa Harmon request from management the specifics of any remaining postal operations following the removal of all mail processing operations. Central Pa has been instructed to hold relocation seminars for impacted employees in advance of any movement. The Lancaster consolidation within Central Pa district as well as the Southeastern consolidation within the Philadelphia district has not changed and the details of these matters haven't been shared with Local 308. As information becomes available it will be disseminated.

-At the latest Semi-annual meeting of the Local Unions (SAMLU) National President John Hegarty gave a detailed report on the status of the arbitration hearings with the Postal Service. With the most recent interest arbitration decision for the NALC, three out of the four Postal unions have new contracts.

President Hegarty further reported that as the hearings continue the parties continue to have discussions regarding work rules. The effect the NALC, APWU and NRLCA have on the mail handlers contract is not known but there is a high probability it will resemble those deals.

-Local 308 continues to transition into the Modified Arbitration Procedure(MAP) meeting with the Postal Service to settle as many cases as possible before scheduling them for arbitration. Arbitrator Bello ruled in the Unions favor for a case originating out of the South Jersey P&DC on the "relief position" jobs. Remedy has been remanded to the local parties for resolution. Local President Gibson along with New Jersey State Representative Nick Campellone and Branch President Bill Finley will meet with the service to discuss said remedy. In the Scranton P &DC Arbitrator Bello sustained the Unions challenge to the Service's continuing withholding of residual vacancies and failure to convert PTF mail handlers. As a result of this decision the senior PTF's as of April 2011 should be converted to full time and assigned to the residual vacancies previously withheld.

-With the new appointment of RI-399 arbitrators in the Northeast and Eastern area jurisdictional disputes will begin to be addressed.

-Trenton P &DC has both an outstanding CILO issue that is scheduled before Arbitrator Bello on March 18, 2013 and a contingency mode issue on the AFSM100 scheduled before Arbitrator Owens on March 6, 2013.

-Any installation with a AFCS-200 has been given direction on how to file a jurisdictional dispute in the event the Service assigns clerks to the operator position.

-Since November Brother Gibson has attended Branch meetings for Lancaster, South Jersey, Harrisburg, Trenton, Delaware, Southeastern and Philadelphia NDC. He has also toured the work floor in Trenton, Philadelphia NDC, South Jersey and Lehigh Valley. A monthly bulletin continues to be published and distributed throughout the Local updating the membership on important issues. The Winter 2013 newsletter should be distributed shortly.

-A "proof of loss" form was submitted in August of 2012 claiming a loss in excess of \$87,000 as a result of "improper and unexplained" financial transactions between April 2004 through March 2008.

-Brother Gibson tasked Brother Campellone with investigating whether the Postal Service is subcontracting work by having a separate building for "dock transfers".

-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 2012 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
- Savings account
- IRS tax deposits for 2012

-Brother Mohan then went through the "end of year" statement for 2012 providing detail on each line item and providing clarification when necessary. He stressed the importance of fellow Board members reviewing the financials. A representative from the accounting firm of Schulman/Kurtz recommended a "sign off" sheet for all Board members to acknowledge review of the financials.

-Board then discussed potential "safe guards" for the financials.

-Board reviewed check register report.

-The discrepancy noted by Brother Gibson in Accounts Payable was thoroughly explained to the Board by Brother Mohan who then provided copies of the actual payments made to the vendors for verification.

-Board reviewed "Code 84" tracking report

-Brother Campellone asked about a discrepancy regarding his Liuna pension eligibility for prior years under the Phillips/Carthon administration. Brother Bahrle believes his pension may also be impacted by Liuna discrepancy from prior administrations.

Both Brother Gibson and Brother Mohan want to ensure that if there is a discrepancy that it is fixed.

-Brother Mohan provided copies of tax payments for 2012 for Boards review. Vouchers for all Executive Board members were passed around and reviewed by all Board members. Brother Mohan reiterated the importance of reviewing vouchers of all Board members.

-Board discussed the insurance needed for the "Bowling Party".

-Brother Gibson made a motion to insure the bowling event through "Penn Jardel" insurance provided policy does not exceed \$1,000.00. Seconded by Brother Zelenenki. Motion passed unanimously.

-Brother Gibson leave usage was also discussed and reviewed by the Board.

-Brother Mohan spoke about the "break even" event and recommended that the Local have more events of a similar nature.

-Brother Campellone made a motion to accept the disbursements as reported by Brother Mohan. Seconded by Brother Seth. Motion passed unanimously.

-Brother Gibson opened discussions on the "bond claim." Copies of both Mr. Phillip's and Ms. Carthon's response to bond questionnaire were distributed to the Board. Board then held discussions on these responses. Brother Gibson is in the process of reviewing all available records for the years in question.

-Brother Rembelinsky asked about any potential discrepancies surrounding Larry Lingenfelter that were subject to bond claims. Brother Mohan stated the Local has already been paid on a bond claim for Lingenfelter. Brother Gibson will attempt to include Lingenfelter discrepancies on bond claims if possible. Brother Gibson stressed the importance of reviewing vouchers again, citing Phillips and Lingenfelter as examples of why it is so important.

-Brother Gibson then opened discussion on Brother Scott's issues in Lehigh Valley. Brother Scott has drafted a letter of resignation but has yet to submit a signed copy to Brother Gibson. Brother Gibson has convened a stewards meeting in Lehigh Valley and has subsequently named Pam Baum as responsible for the administrative duties for Brother Scott. In the event that Brother Scott does resign the Board must name a replacement for the remainder of the term; the Board then reviewed the Constitution on the matter(pg.33 section 4).

-Brother Gibson made a motion to name Pam Baum to fill the remainder of the term as Branch President of Lehigh Valley pending Brother Scott's

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

-Next item on agenda was discussion on moving Local headquarters when lease ends in December of 2013. A new realtor will be engaged as previous realtor provided no input. Board discussed the logistics of the move and the potential use of an interim property in the event a suitable location is not found at the end of the current lease term. Brother Gibson has sent two(2) certified letters to Arsenal management concerning the exterior repairs needed but, to date has received only a preliminary reply. Board discussed the potential liability regarding the interior repairs which Local is responsible for based on lease agreement. Target date for new property location deadline is October 31, 2013. First step in process will be to secure new realtor.

-Board discussed the upcoming Winter event/bowling party on February 16, 2013. Times are from 9:30-1:00 a.m. Flyers have been posted in each facility.

-Brother Gibson then opened discussion on the Legislative Conference which is scheduled for May 8-9, 2013. Conference involves a seminar on Legislative issues. The following day they will visit Capitol Hill and speak with aides/representatives for Congressman and Senators about issues affecting mail handlers. Brothers Gibson, Rembelinsky and Seth will attend the conference. Brother Gibson asked that either Brother Bahrle or Campellone attend to represent New Jersey. Brother Bahrle declined and Brother Campellone stated he was interested. Brother Gibson will investigate whether it is more cost effective to drive or take a train to Washington.

-Brother Gibson made a motion to authorize expenses for four(4) to attend the Legislative Conference. Motion seconded by Brother Bahrle. Motion passed unanimously.

-Article 30 training scheduled for April. Brother Gibson wants the Executive Board and at least one(1) representative from each facility to attend.

-Brother Gibson made a motion to authorize expenses related to Article 30 training. Motion seconded by Brother Zelenenki. Motion passed unanimously.

-Web sites. Each facilities web site needs a facelift/update. Brother Louis Morrone continues to maintain the Local's web site. He will be updating the Local's page to keep it fresh and creating/updating site's for each facility.

-Brother Gibson recommends that Branch Presidents do a "Branch Report" for the newsletter.

-Additional items.

-Board discussed agenda item submitted by Brother Bahrle concerning issue within the Union in Trenton. Brother Gibson will respond in writing to Brother Adamchek concerning the matter.

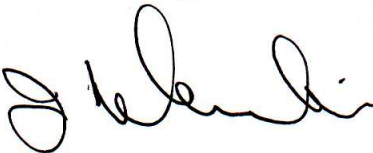
-Brother Mohan opened discussions on the Summer event. Board discussed the event and agreed to again hold a picnic on the grounds of the Arsenal.

-Brother Mohan made a motion to authorize expenses not to exceed \$7,000.00 for the Summer event. Seconded by Brother Campellone. Motion passed unanimously.

-Brother Rembelinsky offered a suggestion that PAC info be included with all stewards checks when they get paid.

-Motion made by Brother Campellone to adjourn the meeting. Seconded by Brother Zelenenki. Motion passed unanimously.

Fraternally,



Joseph Zelenenki
Recording Secretary
NPMHU - Local 308