



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 JUNE 16, 2015

Executive Board Members Present:

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

-meeting called to order at 10:12.

-minutes from March 31, 2015 Executive Board meeting have already been accepted and made available throughout the Local including the Local's web page.

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

-Local continues to provide and distribute information and resources throughout the Local to both the membership and representatives. Feedback and discussion on this information are critical components of strengthening representation.

-The Services, "Network Rationalization" initiative and its impact to Local 308 is still ongoing despite their recent announcement to delay further closings and consolidations until 2016. The Scranton facility will still suffer impact with the latest

number of mail handlers currently set at 17. The hope is for the consolidation to be cancelled in its entirety but the Local is preparing for the worst while hoping for the best.

-The plan to cut mail handler positions at the Philadelphia NDC has been cancelled. Representatives from Local 308 from the outset believed that the plan to reduce positions at the NDC while still working significant overtime was a disaster in the making.

-Brother Gibson, during the current reporting period has toured the workroom floor in Trenton, Lehigh and the Phila.NDC. In addition, Brothers Mohan and Gibson attended branch meetings for South Jersey P&DC, Trenton P&DC, Lancaster P&DC and Scranton facilities. Brother Gibson has also met with Postal management in Lehigh Valley, the Phila Metro District and Central Pa. He has also met with District Manager Chu Falling Star to discuss conversion of MHA's at the Phila P &DC.

-Local continues to publish and distribute regular informational bulletins to the membership. In addition the 6th edition of "The 308 Post" has been distributed to the membership.

-Upcoming Local events include a Camden Riversharks outing slated for June 20th and the Local annual picnic scheduled for Saturday August 1, 2015. Additional events will hopefully be added for our members in the Central Pa. area.

-Local 308's Executive Board attended the National Legislative Conference held in Washington D.C. May 11th through May 13th. Fourteen meetings were held with the Local's representatives meeting with congressional representatives within our jurisdiction either thanking them for their support or asking for their support regarding legislation that affects the Postal Service.

-Local 308 continues to arbitrate a variety of issues(both contractual and disciplinary) throughout the Local with varying results. A review of the open case reports reflects approximately 140 cases pending arbitration as of June 15, 2015.

-The Local continues to address two(2) outstanding consolidation issues emanating from Central Pa. requesting additional site visits to both Reading and Williamsport with the goal of returning mail handlers to those facilities. Pa. State Rep. Mike Rembelinsky is coordinating these visits. The recent identification of these facilities as "service hubs" may assist in returning mail handlers to these installations.

-Financial stability continues to be a focus of this Local. As reflected by the last quarterly report, the Local's net assets have now exceeded \$500,000 with growth anticipated. The Local's philosophy of "revenue equals representation" when combined with the current financial state will mandate an ever increasing commitment to representing our members.

-On April 6th, 2015 the Local received copies of the investigative findings from the Department of Labor concerning their investigative findings regarding the 2013-2014 elections in Delaware. Based on the DOL finding that their investigation "did not provide a basis for action by the DOL to set aside the protested election" Local 308 considers the matter closed.

-A failure to represent charge emanating from the Trenton facility is now closed based on the NLRB approval to withdraw said charge.

-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.

- first quarter 2015 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

- CD account balance

- Federal tax deposits

- Brother Mohan reviewed the first quarter financial statement for 2015 providing detail on items included in report.

-Board reviewed the long term liability numbers.

-Brother Mohan informed the Board that as of the end of June the Local will no longer have a debt to the National.

- A review of the AP aging summary report shows that everything is current, no outstanding or late bills.
- Board reviewed the vendor balance detail report. The report gives a list of all the vendors the Local uses, their bills submitted for payment and the check number, date check submitted, the amount of the check and the balance.
- Board reviewed the deposit detail report.
- Board reviewed the check register report. This report shows all money spent including loan payments.
- Board reviewed and discussed the code 84 line detail report which shows all code 84 paid from pay period #8- 2015 through pay period # 12- 2015. Reports also shows what the code 84 entailed.
- Board reviewed 2015 Direct Deposit report.
- Board reviewed the Liuna payments made for the period of March of 2015 through April of 2015.
- Savings and checking account balances were provided along with balance on the certificate of deposit.
- Local has made an additional tax payment of \$500.00. A total of \$5500.00 is paid quarterly.
- Brother Mohan then went through a list of expenses that the Local has incurred or will incur. These include;
 - projected cost of SAMLU to Boston
 - Winter event
 - legislative conference
 - LM-2, 990 and 990T completion costs
- Vouchers for all Board members were passed around for review. Board took a break so vouchers could be reviewed.
- "Payroll factory" failed to pay final quarter of 2013 taxes to city of Philadelphia. Local was sent a bill. Brother Mohan contacted Payroll Factory who said they will pay all monies owed including any potential penalty. Brother Mohan emphasized that the Local has already paid these monies and do not owe it. Responsibility lies completely with the Payroll Factory.

-Brother Campellone made a motion to accept disbursements for period covered by the report. Motion seconded by Brother Rembelinsky. Motion passed unanimously.

-Brother Gibson opened discussion on potential investments for the Local as the best rate for CD's is 1%. Brother Mohan met with a financial consultant to discuss returns for CD's and to discuss additional options available to the Local. Some potential options are:

- municipal bonds-tax free (2.89 % interest for a 4 year term)
- utility companies

Brother Gibson suggested meeting with potential investment brokers before any decisions are made by Executive Board. Matter may require convening a special Executive Board meeting.

-Brother Rembelinsky asked if credit unions were considered.

-Brother Campellone stated that newer banks may be an option based on introductory offers.

-Brother Rembelinsky asked about potential fees for using financial consultants.

-Both Brothers Mohan and Gibson stressed that any decisions on investments will be made by the "entire board".

-Brother Gibson informed Board that we(Board) will have to decide what to do when the CD reaches maturity as of 8/15/15. A poll vote may be used to decide matter once more info becomes available.

-Board did a review of the National Legislative Conference. Brother Mohan has already sent out letters to representatives his group met with. Brother Gibson wants Branch Presidents to get stewards engaged in legislative activities. "PAC" fund needs 100% involvement by stewards across Local.

-Brother Gibson gave a summer events update. Picnic is scheduled for August 1, 2015 from 1:00-7:00. Food served from 2-6.

-Travel agenda for the August SAMLU is firm. Retired President Hegarty event will be on Friday night.

-Brother Gibson has been appointed to the field negotiating team for the next contract. Looking for local submissions and he will provide a deadline for those submissions.

-Local will be scheduling injury compensation training with one(1) representative from each building named to attend. Defense-vs-Discipline training is forthcoming. First

class will be comprised of Branch Presidents and Chief Shop Stewards with future dates designated for remaining stewards. Brother Gibson would like training completed by year's end. Brother Zelenenki inquired about RI-399 training. Brother Gibson believes it is a good idea but nothing is scheduled in immediate future. Board then discussed jurisdictional issues across the Local. Brother Gibson reminded board that building inventories are controlling regardless of potential national decisions, if agreed upon locally and signed off on by all parties.

The Board then discussed the issue with Arbitrator Dissen who will not be rendering decisions on some of the cases heard within Local 308. These cases will need to be reheard. This item was an agenda item submitted by Brother Bahrle.

-Brother Gibson opened discussion on member assistance. Mail handlers out for whatever reason have no money coming in and need financial assistance. What options are available to them. State reps. are tasked with finding out what options are available for them in their respective states. I.E. Food stamps, unemployment compensation, social safety net programs. Code 84 is authorized if needed.

-Brother Gibson will make "Union Plus" info available on Local's web site. Members can click on link if interested.

-Scranton installation has fallen below 51 mail handlers needed to retain Branch President's position. Board reviewed history of how they have handled other installations that have fallen under the 51 mail handler threshold. Floor was opened for discussion on retaining Scranton Branch President position. Board agrees to retain Scranton BP position at this time based on fluctuating staffing levels.

-Local Union Council scheduled for September 15, 2015 through September 17, 2015.

-Brother Rembelinsky offered the following motion. Give \$100.00 for each scholarship awarded by the Social and Rec. Committee at the Phila. P & DC.

Motion seconded by Brother Zelenenki. Motion passed unanimously.

-Brother Gibson opened discussion on dues freeze. Board agrees to continue to freeze dues until Local 308 comes in line with rest of country.

-Brother Mohan made a motion to continue dues freeze. Motion seconded by Brother Stancell. Motion passed unanimously.

-Brother Rembelinsky informed Board he is in discussion with Service to convert 10-15 MHA's at Lindbergh. In addition, he is requesting that the E-Reassigns are allowed

to reassign to Lindbergh facility. He also is having dialogue with the "POM" in Williamsport about scheduling walkthrough/meeting.

-Brother Stancell asked about MHA's access to non-career health insurance. Board discussed.

-Brother Campellone informed Board that fulltime positions have been posted in some of the AO's.(Atlantic City, Toms River) TACS reports have been requested to show the need for positions in other installations.

-Brother Rembelinsky asked if there was any dialogue concerning mail handlers possibly retreating to Southeastern. Brother Gibson informed Board that there is nothing currently on the horizon concerning retreating mail handlers to that facility.

-Brother Mohan believes the Executive Board needs to continue to apply Legislative pressure. I.E. follow ups from Legislative Conference.

-Brother Zelenenki made a motion to adjourn. Motion seconded by Brother Stancell. Motion passed unanimously.

Fraternally,

A handwritten signature in cursive script, appearing to read 'J. Zelenenki', written in black ink.

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308