



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
6/20/12

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

Meeting called to order at 10:12 a.m.

Brother Seth made a motion to accept the minutes from the Executive Board meeting held on April 4, 2012. 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:

-Although the passage of Senate Bill 1789 appears to have given Postal officials pause, it is not law and has not halted the process of the Service's radical AMP agenda.

-Local President John Gibson has attended meetings in both Southeastern and the Philadelphia P & DC to discuss the impact of the first phase of the consolidation of the Southeastern originating mail into the Lindbergh facility. The projected date of movement for mail handlers who may potentially be impacted is August 11, 2012. The exact number of mail handlers who may be impacted has not yet been determined due to a number of variables including the VERA and staffing needs yet to be determined in the losing facility. Union officials in both facilities are closely monitoring the actions of local management to ensure a prompt and appropriate Union response.

-The Trenton P & DC is projected to receive impacted employees from the Monmouth P & DC. Union representatives from Local 308 and Local 300(which represents Monmouth) met with South Jersey District management on June 6th to discuss the logistics of the centralization of mail processing operations from Monmouth into Trenton. While a number of impacted clerk craft employees from Monmouth are being moved into clerk positions in Trenton there is still concern that a need may exist to reassign impacted clerk craft employees into the mail handler craft. This issue has been elevated to the National level and an amicable resolution is anticipated. If this should occur there could be potential impact to PTF mail handlers currently working in the Trenton facility.

-In Central Pennsylvania there still looms potential impact from the AMP specter. Impact and scope have yet to be determined for Lancaster, Scranton, Reading and Williamsport.

-An unfair labor practice charge has been filed against the Postal Service for their continuing refusal to provide an un-redacted version of the Area Mail Processing feasibility studies conducted within Local 308. The local National Labor Relations Board (NLRB) forwarded the matter to their national office for guidance. As a result Local 308 was required to respond to an interrogatory and awaits further action from the NLRB. The NPMHU National office has been notified and copied all relevant information and a copy provided to all Executive Board members.

-Other important matters currently being addressed by Local Union Headquarters are;

-the abolishment of two(2) duty assignments and the reassignment of the junior impacted mail handlers in Lehigh Valley. The Local is ensuring that impact is kept to a minimum and full compliance with the contract is taking place.

-the Union has been notified of staffing changes due to Function four studies within the Central Pa. District. Allentown, York and Wilkes-Barre have been identified to suffer mail handler impact. The Local is currently reviewing this information and the appropriate response is under development.

-The Local is in contact with the National concerning the outstanding AFSM 100 grievances in Trenton that are mired within the RI-399 jurisdictional mechanism. Discussions are ongoing on this issue.

-The matter involving remedy on the Wilmington CILO decision rendered by Arbitrator Owens finds management unresponsive at this point. Branch President Cooper has filed the necessary compliance action and Local President John Gibson has contacted South Jersey District Manager Linda Malone in an attempt to resolve the matter but thus far she has not adequately responded.

-Since the last Executive Board meeting Brother Gibson has attended Branch meetings in Scranton, Delaware, Phila PDC, Reading , Trenton and Lehigh Valley. In addition he has toured the work floor in Southeastern, South Jersey, and both the Philadelphia NDC and Philadelphia P&DC.

-OWCP(Office of Workers Compensation Programs)training was provided for representatives designated by each facility to assist members who have sustained an illness or injury related to the job.

-Advocacy training is scheduled to be held on July 5th and 6th. This training will be provided by National Shop Steward Trainer and Eastern Regional Vice President Sam D'Ambrosio and Northeastern Area Vice President and Local 300 President Paul Hogrogrian.

-The first issue of "The Mail Handler Advocate" was delivered to all shop stewards and representatives of Local 308. The "Advocate" is designed to provide valuable information and insight in the defense of the membership.

Subjects covered were legal rights of stewards, tips on developing grievances, corrective remedy and settlement negotiation strategies as well as a review of relevant arbitration decisions.

-Brother Gibson along with members of the APWU met with representatives from both Senator Casey's and Senator Toomey's office to ask for their support on Senate Bill 1789. While Senator Casey supported the bill Senator Toomey did not, voting with the wayward within his party. Brother Gibson wrote to Senator Toomey to express his disappointment for his anti-work vote. The full text of this correspondence was included in Brother Gibson's April report to the membership and is also posted on the Local's web site.

-On May 30th 2012 the duly elected delegates for the NPMHU 2012 National Convention met to discuss proposed amendments and resolutions.

-Brother Mohan(Treasurer) and Brother Gibson continue to manage the financial challenges of Local 308 without compromising the ability to represent the membership.

-The National Office extended a generous offer to the Local to restructure our loan repayment plan which would have extended the length of the Local's obligation. This was due to a decline in revenue generated by the National Revenue Sharing Program, the monthly disbursement decreased from more than \$11,000 to approximately \$9,800. As a result of sound financial management the Local Executive Board was in a position to decline this proposal and maintain the current repayment structure.

-As required by the Local's Union By Laws the Summer event will be held on Saturday June 23, 2012.

-Brother Mohan then gave a comprehensive financial report which included the following;

-copies of the Financial Statement for the first quarter of 2012 along with Profit and Loss report were disbursed for review. Items of note were professional fees of \$13092.42 which was primarily arbitration fees and repair cost of \$901.58 for the Local's OWCP specialist(Bob Nuss) office roof.

-The National has reduced the interest rate of the Local's loan from 2.43% to

.87%.

-Vendor Balance Details report was previously sent to Board members for their review. Also sent to Board was Deposit Detail Report for period of April 1, 2012 through June 13, 2012.

-Itemized Check Register report was also provided via e mail for Board members to review. Of note is that any "debit card" transactions are also reported in this report.

-Brother Mohan also disbursed to the Board copies of both a "Code 84 line detail tracking report" and a "Direct Deposit 2012 tracking report".

-A report was provided to the Board with a detailed breakdown of training costs for "steward's training" (\$1793.97) and "OWCP training(\$2919.86).

- Brother Mohan went through each of the aforementioned reports and then opened the floor for questions. The Board then had a lengthy discussion concerning all the reports.

-Items of note during the discussion.

-Bowling event (Winter event) cost \$3878.66. The event was highly successful and was well received by the membership.

-The "Newsletter" cost \$6,271.43 for printing and \$660.00 for postage. Local saved \$300.00 dollars on the postage by sending it "standard mail" instead of first class.

-Convention election cost for National Convention was \$9,104.46. (Code 84 for three(3) judges, printing of materials, postage etc.)

-Accounting firm(Schulman Kurtz)cost to date for 2012 is \$6,250.00.

- Brother Mohan also provided copies of the bank statements for both the savings and the checking accounts for the Board's review.

-Laborer's pension payments for months of Jan(\$6,025.23), Feb(\$6,517.24) and March(\$8,856.11) were made.

-Brother Gibson then opened discussion on the Local's potential move to a new property. Brother Mohan broke down the numbers for a \$400,000 property. The monthly payment on a property of that value would be approximately \$2,300.00 per

month with the taxes included in that number. That being said the current search for a new facility for this Local would ideally cost considerably less than the \$400,000 dollar base line that was submitted to TD Bank for approval.

-Brother Mohan then continued with his report.

-Potential tax liability to the City of Philadelphia for the period 2007 and 2008 exists in the amount of \$9,200.00. This amount includes penalties and interest. Brother Mohan will provide additional information when he speaks with a representative of the city. Brother Mohan also believes that this issue could trigger a potential bond claim.

-Picnic being held on 6/23/12, cost has yet to be determined.

-Cost for NPMHU National Convention cost should be approximately \$28,000. Per Diem has yet to be paid, should be disbursed around July 15th.

-Vouchers for all Executive Board members were passed around to be viewed by all Board members.

-Brother Gibson emphasized that at all Union meetings copies of financial statements are provided; in addition they are available on web site. He further emphasized that the membership should demand transparency.

-Brother Campellone made a motion to accept disbursements for period of April 1, 2012 through June 13, 2012. Seconded by Brother Bahrle. Motion passed unanimously.

-Board discussed the Summer event/ picnic. Prizes available at this year's event are a flat screen television donated by Coventry Health Insurance who administers the Mail Handler Benefit Plan, Phillies Diamond Club tickets and a coffee maker.

-Brother Gibson opened discussion on an Advocacy Seminar that will be held on October 4th, 2012. Potential cost per person is approximately \$500.00.

-Brother Zelenenki made a motion to approve up to ten(10) people to attend the Labor Arbitration Seminar on October 4, 2012. Seconded by Brother Rembelinsky. Motion passed unanimously.

-Brother Gibson provided copies of the correspondence with National Treasurer, Brother Mark Gardner regarding the loan repayment issue.

-Brother Gibson opened discussions on the National convention. Brother Gibson disbursed copies of the proposed resolutions submitted by Local 308 to amend the constitution.

-Local Council meetings for Local 308 will be held September 18, 2012 through September 20, 2012. As further information becomes available it will be disseminated to all Council members.

-Board discussed accelerating the debt repayment to the National. The cost of a potential move to a new property and all the cost affiliated with such a move needs to be considered. This issue should be much clearer this time next year. Brother Bahrle believes the priority should be getting into a new property before paying down loan. The Board held extensive dialogue on this issue.

-Brother Gibson made a motion to authorize the Local the ability to accelerate loan repayment to the National if resources are available and the action is fiscally feasible. Any amount requires prior Board approval. Motion seconded by Brother Zelenenki. Motion passed unanimously.

-Brother Bahrle spoke about the non-member drive and strategies on how to encourage non-members to join. The Board discussed this issue at length.

-Brother Gibson emphasized that before any expense is incurred the Board will be polled to authorize the expense.

-Brother Gibson opened discussion on the Wilmington casual in lieu of (CILO) remedy. He would like to engage the Union's attorney to challenge the Postal Services failure to pay remedy. Brother Mohan questioned if any legal fees that the Union may incur be recouped from the Service due to their inability to pay settlement.

-Brother Gibson made a motion to authorize consultation with Union attorney to possibly engage him to enforce the CILO remedy in Wilmington Delaware. Motion seconded by Brother Zelenenki. Motion passed unanimously.

-Additional items of discussion;

- Brother Gibson would like to order long sleeve T-shirts with color being dark blue. Logo on back and Local 308 down the sleeve.

-Brother Gibson made a motion to purchase two(2) dozen smocks. Motion was seconded by Brother Zelenenki. Motion passed unanimously.

-Brother Seth asked about retirement watches. Local keeps a supply on hand but with VERA currently going on will need to purchase additional watches. Branch Presidents have the form to submit for any mail handlers that retire who are eligible for a watch.

-Brother Gibson made a motion to authorize expenditure for retirement gift. Motion seconded by Brother Seth. Motion passed unanimously.

-Brother Zelenenki updated the Board on the status of the Spearman charges. National President Hegarty asked for any and all documentation pertaining to the charges levied by Brother Spearman against South Jersey Branch President William Finley. Documents including decision from the Department of Labor were included in the items mailed to President Hegarty.

-Brother Campellone questioned the stewards badges distributed , he suggested generic buttons as an alternative.

-Brother Rembelinsky asked about a PTF in Warminster who is potentially looking to move to Phila. NDC. Brother Rembelinsky will go to Warminster post office to speak to manager in charge to ascertain if a violation is occurring.

-Brother Bahrle talked about the RI-399 process and the difficulty in getting cases heard that are mired in the RI-399 committees. He also spoke about how the Service is attempting to eliminate mail handler's from the AO's. He believes with the moves to "duo's" and "trio's" there may be an opportunity to "reestablish" mail handler positions. Brother Gibson states that with the Function 4's and move to "duo's" that the Service is attempting to eliminate jobs. President Gibson directed Brother's Bahrle and Campellone to go to offices with occurring impact to ascertain if potential

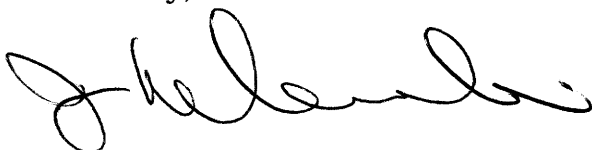
violations and/or opportunities are available to establish mail handler positions. Brother Brian Carson will be utilized to monitor both violations and/or the possibility of establishing mail handler positions in the "duo's" in Central Pennsylvania area. Brother Rembelinsky will be the lead but Brother Carson will help coordinate.

-Brother Rembelinsky made a motion to adjourn. Seconded by Brother Seth. Motion passed unanimously.

- The following poll vote was conducted after the Executive Board meeting on April 4, 2012 and prior to today's meeting . Responses were recorded from June 4th through June 8th 2012.

-The motion reads as follows; as a result of a reduction of our monthly revenue sharing check from just over \$11,000 to just under \$10,000 per month, the National has proposed a modification to our loan terms that will reduce our monthly payments to adjust for the reduced monthly revenue sharing check. The decision to restructure as proposed will extend the period of repayment. (Copies of the terms of the restructured repayment schedule as well as the original repayment schedule were provided to all Executive Board Members.) The motion not to restructure the loan passed unanimously.

Fraternally,

A handwritten signature in black ink, appearing to read 'Joseph Zelenenki', written in a cursive style.

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308