

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 LOCAL UNION COUNCIL MEETING
4/30/19

Local Union Council Members Present:

John Gibson
Mike Mohan
Mike Rembelinsky
Brian Carson

Nick Campellone
Brian Clark
Joe Zelenenki
Sean Craig

Shelby Root
Bob Glycenfer
Daryl DeVita

-Council meeting called to order at 2:37 p.m. Meeting began with the pledge of allegiance.

-Brother Chris Lee's absence from today's meeting was anticipated and excused.

-Brother Gibson distributed copies electronically, I.E. via email of the President's report which he then read to the Council. Items of note contained in the report:

-Local continues the battle with the Postal Service over staffing, as the Service continues to rely on the F-1 scheduler to determine staffing for installations. While some facilities have seen an increase in staffing, most remain undermanned. Based on the report from National President Paul Hogrogian the USPS has indicated that they will accelerate cost cutting measures which will likely not provide any staffing relief in the future. Locally we have enjoyed some success in restoring abolished and reverted jobs through the grievance

procedure. This fight will obviously continue as the Service struggles with both manpower and economic challenges.

- Effective with the open case report dated April 22nd, 2019 the Local had approximately 85 grievances pending at step three or arbitration. While this is an increase since the last meeting of the Local Union Council it is well below historical trends.

- Local continues to focus on providing training and support for our representatives. Since the last meeting the Local has conducted a two-day steward's orientation session for new stewards and two separate grievance construction workshops for some of our more experienced representatives.

- Legislative analysis presented during day one of the Semi-Annual Meeting of Local Unions shows the importance of political engagement to ensure the Postal Service's long-term survival. The release of the report from the White House Task Force on the Postal Service has made it perfectly clear that the White House along with many on the right are moving towards the potential privatization of the United States Postal Service. While gains in the House of Representatives during the last election cycle may provide some protection against these efforts, Locally we must remain vigilant on the Legislative front. As such, the Local intends to send delegates to the National Legislative Conference scheduled this coming June.

- As reported by Brother Hogrogian a number of draconian steps are on the drawing board that could decimate both wages/benefits and eliminate our very right to collectively bargain. It is not hard to imagine the devastation that might occur to the livelihoods of the people we represent should those hell bent on our destruction get their legislative way. Our focus on electing and re-electing those who support strengthening and preserving the United States Postal Service, as the surest way to protect our members

-The implementation of the RI-399 Update MOU has experienced sporadic success. Progress is being made and locally the process is closer to conclusion. Many items that have not or cannot find agreement within the installation have been moved to the next level of the process. Details regarding the financial aspect of the National Settlement have been finalized and the NPMHU settlement list has been submitted. The per share amounts for those who meet the payment criteria of on the rolls no later than September 1, 2017 and still on the rolls no later than March 15, 2019, has been finalized at \$143.90. The maximum number of shares available per person is 4 or \$575.60.

-The potential for the Service's plan to close or consolidate mail processing facilities has recently increased. The Employer's desire to cut transportation and other costs may drive renewed interest in closing or consolidating some facilities. This, according to most would require an updated cost analysis or feasibility study in accordance with the Area Mail Processing Handbook, the EL-408. Therefore, the possibility of an impact to our Scranton facility still exists and this issue obviously remains a major point of interest.

-This office has attended and conducted numerous meetings during the reporting period including a Local Union Council Meeting of September 27th, a number of Branch Meetings as well as a series of facility visits during the period covered by this report. In addition, and in accordance with the National Constitution, the National Executive Board will tour the Philadelphia NDC on Thursday May 2nd, 2019.

-The Local has also held a number of social events since we last met including an event in the Harrisburg-Lancaster area, Bowling Nights in both the Lehigh Valley-Scranton and Philadelphia areas as well as a Phillies outing on April 15th. The Union has two additional events scheduled in the coming months.

The first will be a Picnic on Sunday August 18th in the Philadelphia area and the second will be the Lehigh Valley-Scranton picnic scheduled for Saturday September 14th.

Administration

-The financial position of Local 308 is stable as 2019 began with a net gain in total assets. The Local is currently financially positioned to meet the challenges that appear to be gathering on the horizon. A sound fiscal policy has served the Local well during this administration; as such there is no plan to deviate from said policy. Responsible spending while remaining contractually aggressive has resulted in success and stability on both fronts.

-Local's core mission is to protect the livelihood and contractual rights of those we represent. Improving the level of representation our members receive requires discipline, focus, and commitment. Employer driven actions regarding staffing have had a negative effect on member enrollment. While our rates of Union membership are among the highest in the nation, this does not generally match the rate of attrition. Additional revenue stream gains within the Mail Handler Benefit Plan although encouraging, are not significant.

-Both 2019 and 2020 will be costly with Local Union elections in 2019 and in 2020 as the Local prepares for a National Convention and the expense of sending delegates. The number of delegates will be discussed during the Local Union Council Meeting of April 30th through May 1st, of 2019.

-Council discussed F-1 scheduler information being provided to the National. Council discussed processes when/if F-1 scheduler is run to create jobs.

-Brother Mohan provided a report on the "end of year" 2018. Council reviewed and discussed.

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

- Tax payments; Local increased payments to prevent owing monies. Copies of the payments were passed around for review.

- Liuna pension payments

- Arbitrators costs thus far this year, of note is costs are under as compared to SPLY.

- Training costs (New stewards, advanced grievance construction)

- E Board meetings, 2018 Council meeting

- Membership events costs (Clementon and upcoming Harrisburg, Scranton events, Phillies games)

- Non-compliance litigation costs

- LM2, audit, 990 +990T

- Savings, checking account and Certificate of Deposit balances were provided.

-Membership rate as of Pay Period #5 2019 is 93.97% with total dues paying members at 2029.

-Brother Mohan estimates that year 2020 will be an “expensive” year based on the following factors/events.

- Upcoming Local Union elections

- National Convention costs(election and convention costs)

- Legislative conference

- SAMLU

- Membership totals are declining as attrition is outpacing hiring.

- Revenue sharing declining (history of revenue sharing from 2010-2018 provided).

-Brother Mohan was asked about member access to the Treasurers page on the Local's web page. Page is password protected to prevent non-members from accessing info. Password is available for all members to view the information.

-Brother Gibson then opened discussions on the process of By Law Amendments. Some items submitted (steward's salaries) falls under the Executive Boards purview as opposed to the Council. Council reviewed language in Constitution. Brother Gibson reminded Council of the difference between modifying existing language as opposed to introducing a new element. I.E. 2/3rds (10 votes) requirement for modifying versus simple majority for adding a new element.

-By Law amendment proposals are in order received at the Local Headquarters.

-The following By Law amendment submissions came from Brother Zelenenki;

ARTICLE 4

OFFICERS AND SHOP STEWARDS

SECTION 8

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 Steward in Charge-- a flat yearly rate of \$1,800.00, (\$450.00 quarterly) per year.

2.) Chief Stewards -- a flat yearly rate of \$1,400.00, (\$350.00 quarterly) per year.

3.) Stewards -- a flat yearly rate of \$1,000.00, (\$250.00 quarterly) per year.

4.) Alternates -- a flat yearly rate of \$500.00, (\$125.00 quarterly) per year.

PROPOSED

4.) Alternates -- a flat yearly rate of **\$600.00, (\$150.00 quarterly)** per year.

REASON

Alternates while acting in a stewards capacity are doing the same work as a regular steward and while their case loads are likely less than a regular steward there should be less of a gap between a regular steward and an alternate steward.

Proposal was rendered moot as steward compensation falls under the purview of the Executive Board.

ARTICLE III

MEMBERSHIP

SECTION 4

CURRENT

Upon notification by the Branch President or Shop steward when a member in good standing is hospitalized, he/she will receive a fruit basket, flower basket, or plant, if the condition of the member permits.

In the event of a death of a Dues Paying Member/Retired Member, Spouse, Child, Sibling or Parent; a spray of flowers will be sent to the family, or be guided by the family's request if information is received in the office on time. Donations to charitable organizations in the name of the deceased shall not exceed sixty (\$60) dollars.

Upon notification by the Branch President or Shop steward, when a member in good standing or their spouse gives birth to or adopts a child, he/she will receive a fruit or flower basket.

PROPOSED

In the event of a death of a Dues Paying Member/Retired Member, Spouse, Child **or Grandchild**, Sibling ,Parent **or Grandparent**; a spray of flowers will be sent to the family, or be guided by the family's request if information is received in the office on time.

REASON

Grandchildren and grandparents are immediate family. Under Bereavement leave MOU grandparents are recognized as family members. We as a Union should do the same.

Motion seconded by Brother Rembelinsky. Motion passed unanimously.

-The following items for discussion came from Brother Craig;

1) Can we hold another t-shirt giveaway for members? It has been several years since our last one. Maybe we can give away either gray shirts or my idea is blue & gold since they are the colors of our Local. Council discussed.

2) Is it ethical to raise money for our Local by holding 50/50 drawings at our events? The APWU does it at their picnics and I was wondering about its legality or feasibility for us. If not, is there any other way of raising funds for the Local, e.g. different kinds of merchandise to sell? Council discussed.

3) Not sure if this one is for E-Board or Council, would a Hershey Park outing/picnic as an event be for both Central Pa geographical areas to combine? Council discussed.

-The following By Law amendment submissions came from Brother Craig;

Article III Section 3

Proposed revision: Strike the phrase “a free apron or” from the second sentence.

Reason: We no longer give aprons away as a sign up gift.

Motion seconded by Brother Carson. Council discussed. Motion passed unanimously.

Article III Section 6

Proposed revision: Change the amount of the gift certificate from \$40.00 to \$50.00.

Reason: Products are more expensive and the extra \$10 per card is not an exuberant expense, roughly \$1000 extra in total given back to members.

Motion seconded by Brother Campellone. Council discussed. Motion withdrawn by Brother Craig.

Article III Section 6

Proposed revision: Add to the last paragraph the following sentence, “A list of the winners for the smaller offices drawings will be sent to all of the Branch Presidents.”

Reason: Branch Presidents do not know if anyone under their jurisdiction has won. I think we need to do a better job growing and including our smaller offices’ membership, participation and communication.

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

Article IV Section 2

Proposed revision: Add the sentence, “Any Mail Handler wishing to be considered for the position of shop steward must not have served in any supervisory capacity within the USPS for a period of two years prior to consideration for appointment.”

Reason: This will prevent employees from jumping back and forth between good and evil.

Motion seconded by Brother Carson. Discussion ensued. Motion withdrawn by Brother Craig as existing language in the Constitution already addresses the issue.

Article IV Section 8-I

This proposal can be separated into more than one vote as necessary, section (a) and (b) or more.

Proposed revision:

(a) Local President	\$101,337.08	to	\$101,340
Vice President	\$11,910.34	to	\$11,920
Treasurer	\$80,000	to	\$80,000
Secretary	\$10,827.18	to	\$10,830
PA,NJ,DE State Reps	\$10,827.18	to	\$10,830
Branch Presidents	\$7,261.54	to	\$7,270

(b) Branch Presidents will receive bonuses for Mail Handlers and members represented as of the first dues deduction report issued in December. For each full-time regular Mail Handler and Mail Handler Assistant on the rolls in their facility, the Branch President will receive \$1. For each paid and non-paid member of the NPMHU (not including associate members) on the rolls in their facility, the Branch President will receive an additional \$3.

Reason: The proposed across-the-board raises accomplish Brother Campellone's need to round all of the salaries up and only cost the Union a total of \$100 per year. The "per Mail Handler" bonuses for the Branch Presidents grant each representative a raise based on the amount of people he represents. As of the most recent report, this would cost the Local \$2,242. The "per member" bonuses provide another raise and an incentive to work harder to sign up the freeloaders to be members. As of the most recent dues check-off, this would cost the Local \$6,282. Summed up, the proposed raises/bonuses would account for \$8,624 this year for all three to be implemented. Standing alone, the raises will not cause anyone to reach LIUNA pension eligibility' but combines with arbitrations or other Code 84 activity, some BP's would then qualify for the pension.

Part A of the motion was seconded by Brother Campellone. Significant dialogue ensued. Motion failed by a count of 12-nays to 3 yeas. Brother Mohan requested a poll vote with the results listed below.

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig	X	
Carson		X
Root		X
Glycenfer		X
D. DeVita		X
Gibson		X
Totals	3	12

Part B of the motion was seconded by Brother Campellone. A friendly amendment was offered by Brother Root to substitute “bonus” with “per capita payment”. This was accepted by Brother Craig. Significant dialogue ensued. Motion failed by a count of 12-nays to 3 yeas. Brother Mohan requested a poll vote with the results listed below.

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig	X	
Carson		X
Root		X

Glycenfer		X
D. DeVita		X
Gibson		X
Totals	3	12

Article V Section 1-C

Proposed revision: 2.) All members of this Local may participate in any unit meetings outside of their own branch with prior approval of the Local President with reasonable notification and consultation with the unit’s Branch President.

Change to “by the Local President after notifying and consulting with the unit’s Branch President, as necessary.”

Reason: Cleans up the grammar.

Motion seconded by Brother Carson. Council discussed. Motion passed unanimously.

Article V Section 1-C

Proposed revision: 3.) Strike “Local”

Reason: It is not needed.

Motion seconded by Brother Root. Council discussed. Motion passed unanimously.

Article XVI Note

Proposed revision: Modify the inclusion dates to reflect the current year.

Reason: Updating the information.

Motion seconded by Brother Rembelinsky. Council discussed. Motion passed unanimously.

-The following By Law amendment submissions came from Brother Carson;

ARTICLE III

MEMBERSHIP

Current

SECTION 3

Any member signing up a non-member shall be paid a bounty of \$25.00 once the new members name is reflected on the dues check off list. These new members will receive a free apron or a Local 308 T-shirt and a copy of the current National Agreement and a Constitution; 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. Local Union Council Members will not receive a salary, nor a jacket for enlisting new members, as it is already a part of their regular salaried duties.

Proposed

SECTION 3

Any member signing up a non-member shall be paid a bounty of \$25.00 once the new members name is reflected on the dues check off list. ~~These~~ **New** members will receive a free ~~apron or a~~ Local 308 T-shirt and a copy of the current National Agreement and a Constitution; 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. Local Union Council Members will not receive a salary, nor a jacket for enlisting new members, as it is already a part of their regular salaried duties.

Motion seconded by Brother Craig. Council discussed. Motion passed unanimously.

SECTION 5

Current

This Local Union will have multiple members' events during each calendar year. These events shall be held during various times throughout the year as

determined by the Local Executive Board. These events will be scheduled in each geographical area of the Local. The three(3) geographic areas are identified as 1. Philadelphia/New Jersey/Delaware, 2. Harrisburg/Lancaster, 3. Lehigh Valley/Scranton. The Local Executive Board will determine the format and details of these events. No EAS personnel may attend these Union sanctioned social events, nor can "non-member" mail handlers attend as guests.

Proposed

This Local Union will have multiple members' events during each calendar year. These events shall be held during various times throughout the year as determined by the Local Executive Board. These events will be scheduled in each geographical area of the Local. The three(3) geographic areas are identified as 1. Philadelphia/New Jersey/Delaware, 2. Harrisburg/Lancaster, 3. Lehigh Valley/Scranton. The Local Executive Board will determine the format and details of these events. No EAS personnel may attend these Union sanctioned social events, nor can "non-member" mail handlers attend as guests. **Members not in good standing may not attend any Union sanctioned social event until he/she meet their financial obligations to Local 308.**

Motion seconded by Brother Clark. Council discussed. Motion failed.

Article IV

Officers and Shop Stewards

Section 8

Current

- 1.)Chief Steward in Charge-- a flat yearly rate of \$1,800.00, (\$450.00 quarterly) per year.
- 2.)Chief Stewards -- a flat yearly rate of \$1,400.00, (\$350.00 quarterly) per year.
- 3.)Stewards -- a flat yearly rate of \$1,000.00, (\$250.00 quarterly) per year.
- 4.)Alternates -- a flat yearly rate of \$500.00, (\$125.00 quarterly) per year.

Proposed

- 1.) Chief Steward in Charge-- a flat yearly rate of \$1,800.00, (\$450.00 quarterly) per year.
- 2.) Chief Stewards -- a flat yearly rate of **\$1,500.00, (\$375.00** quarterly) per year.
- 3.) Stewards -- a flat yearly rate of **\$1,200.00, (\$300.00** quarterly) per year.
- 4.) Alternates -- a flat yearly rate of \$500.00, (\$125.00 quarterly) per year.

Proposal was rendered moot as steward compensation falls under the purview of the Executive Board.

SECTION 10

Current

Meal Vouchers: If a Member of this Local performs official Union business they shall be entitled to up to \$30.00 for meals, up to a maximum of \$60.00 per day, every four hours worked away from their regular reporting office or facility while conducting Union business.

Proposed

Meal Vouchers: If a Member of ~~this~~ Local **308 (Motion seconded by Brother Zelenenki. Council discussed. Motion passed unanimously.)** performs official Union business they shall be entitled to up to ~~\$30.00~~ **\$35.00** for meals, up to a maximum of ~~\$60.00~~ **\$70.00 (Motion seconded by Brother Root. Council discussed. Motion failed, see poll votes results beneath.)** per day, every four hours worked away from their regular reporting office or facility while conducting Union business.

Motion failed by a count of 10-nays to 5 yeas. Brother Mohan requested a poll vote with the results listed below.

Note that individuals holding two (2) positions on the Council are afforded two (2) votes

	<u>Yes</u>	<u>No</u>
Mohan		X
Campellone	XX	
B. Clark		XX
Rembelinsky		XX
Zelenenki		XX
Craig		X
Carson	X	
Root	X	
Glycenfer		X
D. DeVita	X	
Gibson		X
Totals	5	10

ARTICLE V

MEETINGS

SECTION 1

Current

The Union will not pay for any air travel to any Local meeting.

A.) Council Meetings

- 1.) Such Council shall meet at least once each year upon 30 days notice.
- 2.) Any Council Member traveling 60 miles or more, home to destination to attend council meetings will be afforded lodging at the expense of the Local.

Proposed

A.) Council Meetings

1.) Such Council shall meet at least once each year upon 30 days notice. Any Council Member traveling 60 miles or more, home to destination to attend council meetings will be afforded lodging at the expense of the Local. **Council Members traveling less than 60 miles may be afforded lodging for other than normal circumstances at the approval of the Local President.**

Motion seconded by Brother DaVita. Council discussed. Motion passed unanimously.

-The following items for discussion came from Brother Carson;

“I would like to propose the following; Local 308 Advocates shall be paid \$300.00 per day for each of the following; prepping for arbitration, arbitration, and brief filing for arbitration. If advocates need more than one day each for any of the aforementioned, it must be approved by the Local President. Advocate pay will not apply to full-time Officers of Local 308. Council discussed and while the consensus was agreement with the proposal, the matter is not properly before the Council but will be discussed at the next Executive Board meeting.

“I would like to discuss the creation of a Local 308 Facebook page and the number of Local 308 delegates for the 2020 NPMHU National Convention. Council discussed and while the FB page was in the process of being created, Brother Gibson is also in the process of developing an “app” for the Local which is believed to be able to better communicate with the membership. As such the FB page has been put on hold at this time.

-The following By Law amendment submissions came from Brother Mohan;

Art. III Section 6

Holiday Gift Certificates: Current Language

This is for dues paying members only. The Branch President shall be allotted one certificate for every 20 dues paying members. The value of each certificate shall be established by the Local Executive Board and is currently set at \$40.00. 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.

Members in smaller offices with less than 50 but more than 25 will have their own holiday raffle administered by Chief in Charge.

Members in smaller offices, with less than twenty five(25) members shall be combined in each state and the State Executive Board Member shall be allotted

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.

Proposed change:

Holiday Gift Certificates: This is for dues paying members only. The Branch President shall be allotted one certificate for every ~~20~~**15** (**Motion seconded by Brother Zelenenki. Council discussed. Motion passed unanimously.**) dues paying members, **rounding up to the next certificate.** (**A friendly amendment was offered by Brother Gibson to add “rounding up to the next certificate”. Amendment was accepted by Brother Mohan.**) The value of each certificate shall be established by the Local Executive Board and is currently set at \$40.00. 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.

Members in smaller offices with less than ~~50~~**51** but more than ~~25~~**14** (**A friendly amendment was offered by Brother Gibson to change “from 50 to 51 and from 25 to 14”. Amendment was accepted by Brother Mohan. (Motion passed unanimously.)**) will have their own holiday raffle administered by Chief in Charge.

Members in smaller offices, with less than ~~twenty five (25)~~ **fifteen (15)** (**A friendly amendment was offered by Brother Gibson to change “from 25 to 15”. Amendment was accepted by Brother Mohan.**) members shall be combined in each state and the State Executive Board Member shall be allotted one (1) Holiday Gift Certificate **per 15, for them rounding to the next certificate.** (**A friendly amendment was offered by Brother Gibson to add “per 15, rounding up to the next certificate”. Amendment was accepted by Brother Mohan. Motion passed unanimously.**) 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. **A list of the winners for smaller offices drawings will be sent to all of the Branch Presidents.**

-Council opened discussion on 2020 National Convention and the number of delegates that will attend. After significant debate Council agreed to “table” the matter till a future date.

-Brother Campellone made a motion to adjourn. Motion seconded by Brother Gibson. Motion passed unanimously.

-Council reconvened on 5/1/19, all members present except Brother Lee whose absence was anticipated and excused.

Additional agenda discussions;

-Brother Campellone asked how Council will meet/discuss the number of delegates for the 2020 National Convention. Council discussed communicating via teleconference or through email to decide the matter.

-Brother Gibson opened discussion on RI-399 implementation. Council had discussions on “spreading” and the implications of the National Award and its impact within the Local’s facilities.

-Council discussed the “ADUS” machine being rolled out across the country. An “ADUS” is currently being constructed in Toms River. Brother Campellone will provide follow up when construction is completed.

-Council discussed upcoming training sessions within the Local. Also discussed was Branch President oversight within installations. BP’s needs to remain vigilant to ensure cases are as complete as possible when leaving installations. Council discussed Last Chance Agreements. BP’s should be handling these LCA’s, no delegating to other stewards or chiefs. When drafting LCA’s we need to insist on the “AWOL no-call” language being included. In addition need to ensure that “prognosis/diagnosis” is not included in the agreement. Grievance construction training is upcoming.

-Social events upcoming.

-Phila/So. Jersey picnic is scheduled for August 18

-Lehigh Valley/Scranton picnic is scheduled for September 14

-Harrisburg picnic still pending

-Branch meetings are already scheduled for 3 facilities. Other facilities should send proposed dates to gauge date availability.

-Council discussed the results of the membership drive as it was a success. Method used (mailing) was highly cost effective along with being successful. Dues issues were discussed along with the importance of scrutinizing dues check off list. Drive added 8-10 long term non-members back to the ranks. Local plans to send the post cards again at next membership drive.

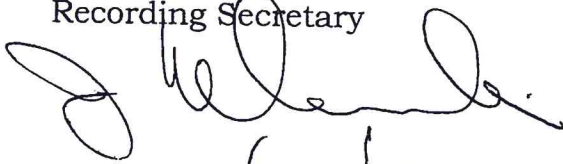
Additional items;

- Brother Campellone informed Council he is going to Toms River on Friday.
- Brother Glycenfer asked if Function 4 has been completed as info has not been provided yet.
- Brother Mohan would like more participation at Labor Day parades. Council should brainstorm ideas on creative ways to increase participation.
- Brother Carson expressed frustration with having to file ongoing grievances for obvious violations. Council discussed using "cease and desist" language in settlements.

-Brother Rembelinsky made a motion to adjourn. Motion seconded by Brother Mohan. Motion passed unanimously.

Respectfully submitted,

Joseph Zelenenki
Recording Secretary



5/23/19