



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 LOCAL UNION COUNCIL MEETING 10/13/22-10/14/22

Local Union Council Members Present:

John Gibson
Eugene Jones
Mike Rembelinsky
Brian Carson

George Gohr
Brian Clark
Joe Zelenenki
Sean Craig

Shelby Root
Chris Lee
Bob Glycenfer
Barrie Bowens

- meeting called to order at 12:40 p.m.
- Council recited the Pledge of Allegiance
- Roll call indicated that all Council members were present for today's meeting.
- Brother Gibson distributed copies of the President's report which he then read to the Council. Items of note contained in the report:
- Fallout over the USPS district restructuring debacle has not noticeably subsided since last reported. The complement department of the Delaware Pennsylvania-2 District as well as Pennsylvania -1 has necessitated engagement of the Article 12 Task Force which has generated some success albeit slow success. Relative standing errors along with delayed job creation as a result of the National Staffing MOU's abound.

-Over the last quarter the Local has seen 135 conversions occur. These are in addition to conversions based on the landmark Filling of Residuals MOU. We congratulate all newly converted mail handlers and welcome them to the fold.

- During the period of this report Brothers Rembelinsky and Gibson have attended Branch Meetings for Lehigh Valley, Harrisburg and the Trenton P &DC. Additional Branch meetings are scheduled for the 4th quarter for Lehigh and Wilmington with all other branches meeting dates forthcoming.

-The Local has also done site visits for the Phila P &DC as well as Lehigh Valley. Lehigh Valley/Scranton held their family picnic on August 28th while the picnic scheduled in July for the Philadelphia area was canceled due to lack of interest. The Local has scheduled a minor league hockey outing in the Scranton area for February 25th of 2023 with details to be announced. These details will be posted on the Locals web page as well as facility bulletin boards.

-A steward's workshop was conducted for Harrisburg/Lancaster P &DCS's along with new stewards training to be held on October 12, 2022 for 18 new stewards. In addition, the Local convened a 2020 Convention prep meeting for the Local's delegates. In terms of the actual Convention, all delegates arrived and returned home safely on what was a shortened but productive event. As in previous conventions significant issues were presented, debated and decided in a mostly professional manner. Local 308's delegates conduct was above reproach throughout the proceedings, a full Convention report was published in a special edition of "The Mail Handler" magazine now available on-line.

-Union officers Rembelinsky and Gibson along with a handful of Local 308 members represented the Local during the Labor Day Parade held in the Penn's Landing section of the Philadelphia Waterfront on Sept 5th. Increased mail handler attendance is a goal in the coming years for the Labor Day parade.

-During this period Brothers Carson, Rembelinsky and Gibson attended the Mail Handler Benefit Plan Open Season Seminar in New Orleans. Local 308 for the second year running was named *MHBP Outstanding Performance, Eastern Region Union of the Year* during the closing event.

-As of the most recent open case report dated September 2, 2022, 100 cases were pending at step three or arbitration, a 20% increase. Since last reported,

the Local's arbitration schedule included eleven (11) hearings before panel arbitrators with eight cancellations, two due to the August convention moratorium. As currently docketed, an additional two (2) hearing dates are slated through the end of October. November and December schedules have not been finalized.

-During the period, Local headquarters provided additional representational documents and reports to our representatives in the field. Regular updates to the Local's website along with posted reports continue, informing the membership of the latest developments as well as their relevant contractual applications.

-The Local's financial standing remains strong as we manage the members' money. Local Headquarters continues its fiscal prudence and are capably resourced to meet both the current and the foreseeable challenges ahead. Treasurer Rembelinsky shall, during today's meeting provide a detailed report of the Local's revenues and expenses.

-Membership enrollment remains among the highest in the nation, comfortably above the 90th percentile. However, lingering concerns still exist with regard to the employer's on boarding and separation processes making it near impossible to identify an exact ratio, we suspect there is still room for enrollment growth. Local Union Headquarters continues to monitor membership and on roll trends as we pursue each opportunity to strengthen the ranks of the NPMHU. We thank Brother Rembelinsky for his tireless work in ensuring our organizing efforts remain focused. It should be noted that as a result of our impressive enrollment rates this Local enjoys the fiscal stability to 'waive' part of an upcoming dues increase. This waiver will result in Local 308 members paying less in dues than most of the other thirty five NPMHU locals. Board discussed the orientation process and how the number of hours for orientations has been reduced. This reduction has not impacted the Unions ability time wise to meet with incoming MHA's.

-Finally two (2) poll votes were conducted and identified since the last Executive Board meeting regarding Board related activities. Council briefly discussed the subject matter of the poll votes.

-Brother Rembelinsky provided to each Council member a copy of the “second quarter” financial statement 2022 which he went over, providing details on each line item. He then went through a list of expenses that the Local has incurred or will incur. These include;

- Account balances for savings and checking accounts along with CD balances.
- Executive Board meeting
- Branch meetings(5)
- Heater and AC replacement cost for Union HQ
- arbitration costs year to date
- Lehigh Valley picnic
- Branch meetings
- Phillies game
- Treasurers training
- National convention costs

-Ameriprise investment discussion. Brothers Gibson and Rembelinsky will speak with Ameriprise brokers to ensure that as the economy rebounds the Locals investment is well positioned to take advantage of growth opportunities. The investment is long term but the Board is always looking to minimize risk while maximizing returns. Dialogue with Ameriprise will remind them of the Boards goals.

-Brother Root asked about monies being put aside for convention costs. Brother Gibson informed Council that the Local has sufficient funds without having to put money aside for Convention costs. Brother Rembelinsky believes that

setting aside funds was based on the Local's prior circumstances, when liquid assets were not available for the Local to draw from for high costs situations such as conventions.

-Brother Jones asked if the Local has a threshold number for the Ameritrade investment. Council/Board will discuss further. Council may look to change this requirement.

-Brother Gibson then opened discussions on the process of By Law Amendments. 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 (11 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 IV

OFFICERS AND SHOP STEWARDS

(CURRENT LANGUAGE)

SECTION 6

(6-A) Vacancy – In the event of a vacancy in any office of Local 308, the Local President, with the approval of the Executive Board, shall appoint a replacement for the unexpired term of office. Absent the Local President, the Executive Board shall appoint a replacement for the unexpired term of office.

(PROPOSED CHANGE)

(6-A) Vacancy – In the event of a vacancy in any office of Local 308, the Executive Board, shall appoint a replacement for the unexpired term of office. **Motion seconded by Brother Lee. Discussion ensued. Motion failed.**

SECTION 8

Compensation for Union Officials

(CURRENT LANGUAGE)

(8-E) Steward Compensation: shall be paid quarterly and prorated if the steward does not serve the entire period. Steward compensation will be as follows:

- 1.) Chief Steward in Charge-- a flat yearly rate of \$2000.00, (\$500.00 quarterly) per year.
- 2.) Chief Stewards -- a flat yearly rate of \$1600.00, (\$400.00 quarterly) per year.
- 3.) Stewards -- a flat yearly rate of \$1200.00, (\$300.00 quarterly) per year.
- 4.) Alternates -- a flat yearly rate of \$600.00, (\$150.00 quarterly) per year.

(PROPOSED CHANGE)

(8-E) Steward Compensation: shall be paid quarterly and prorated if the steward does not serve the entire period. Steward compensation will be as follows:

- 1.) Chief Steward in Charge-- a flat yearly rate of \$2200.00, (\$550.00 quarterly) per year.

2.)Chief Stewards -- a flat yearly rate of \$2000.00, (\$500.00quarterly) per year.

3.)Stewards -- a flat yearly rate of \$1600.00, (\$400.00 quarterly) per year.

4.)Alternates -- a flat yearly rate of \$800.00, (\$200.00 quarterly) per year.

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

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

ARTICLE IV

OFFICERS AND SHOP STEWARDS

SECTION 8

(CURRENT LANGUAGE)

(8-H)These bylaws shall include the current salary of all elected union officials.

Local President:	\$101,337.08
Vice President:	\$ 11,910.34
Treasurer:	\$ 80,000.00
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

(PROPOSED CHANGE)

(8-H)These bylaws shall include the current salary of all elected union officials.

Local President:	\$101,337.08	\$105,123.08	\$115,000.00
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Vice President:	\$ 11,910.34		
Treasurer:	\$ 80,000.00	\$83,786.00	\$90,000.00
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		

MOTION SECONDED BY BROTHER CRAIG, DISCUSSION ENSUED. BROTHER GIBSON RECUSED HIMSELF FROM THE DISCUSSION AND THE VOTE. BROTHER CARSON OFFERED A FRIENDLY AMENDMENT TO RAISE THE TREASURERS SALARY TO \$90,000.00 FROM THE \$83,786.00 AND THE LOCAL PRESIDENT’S SALARY TO \$115,000.00 FROM \$105,123.08 FIRST PROPOSED BY BROTHER ROOT. THE FRIENDLY AMENDMENT WAS ACCEPTED BY BROTHER ROOT BUT THERE WAS A QUESTION AS TO IF A FRIENDLY AMENDMENT CAN BE OFFERED THAT “INCREASES” THE AMOUNT IN QUESTION. COUNCIL CAUCUSED WHILE NATIONAL PRESIDENT HOGROGIAN WAS CONTACTED AND ASKED IF THE INCREASE IS WITHIN THE SCOPE OF THE ORIGINAL PROPOSED AMENDMENT CHANGE. QUESTION WAS CALLED AND THE MOTION PASSED UNANIMOUSLY.

ARTICLE IV

OFFICERS AND SHOP STEWARDS

SECTION 8

(CURRENT LANGUAGE)

(8-1)In any year that contains 27 pay periods (every 19 years) all union officers receive their normal biweekly pay in pay period 27.

(PROPOSED CHANGE)

(8-1) Full time Local Union Officers shall receive general increases and cost of living adjustments equal to those received by Mail Handlers in Table 1 of the Mail Handler wage chart.

~~(8-I)~~ (8-J) In any year that contains 27 pay periods (every 19 years) all union officers receive their normal biweekly pay in pay period 27.

MOTION SECONDED BY BROTHER CARSON, DISCUSSION ENSUED. BROTHER GIBSON VOICED HIS CONCERNS WITH AUTOMATIC RAISES AND INCREASES. HE(GIBSON) RECUSED HIMSELF FROM VOTING ON THE MOTION. BROTHER CARSON OFFERED A FRIENDLY AMENDMENT TO DO AWAY WITH INCREASES AND ONLY HAVE COST OF LIVING RAISES. FRIENDLY AMENDMENT WAS ACCEPTED BY BROTHER ROOT AND AFTER LENGHTY DISCUSSION THE QUESTION WAS CALLED. MOTION PASSED UNANIMOUSLY.

This concluded By Law Amendment discussions,

-Brother Gibson opened discussion on the forthcoming dues increases. The timeline has not been finalized for the impending dues increases. Local 308's dues rate will remain amongst the lowest in the country.

-Council discussed grievance processing. During this discussion the question arose on how long it takes to move cases from step 1 through arbitration. Ongoing feedback on this will be needed. Open case reports are provided so Branch Presidents can review to ensure that cases appealed to step 3 are listed on the report. If not Brother Gibson needs to be notified to determine the status of the missing case and if not resolved get it back onto the report/docket for arbitration scheduling. Council discussed the importance of timely moving cases through the grievance procedure.

-PMG's 10 year plan was discussed along with the plans potential impact within the Local, I.E. FSS machines being eliminated nationwide. FSS elimination will impact facilities within the Local. (NDC, Trenton, Lindbergh) . Mega site facilities was discussed, one is currently being built between Harrisburg and Lancaster but no details are known at this time. Both the Harrisburg and Lancaster facilities are being rebadged as "SDCS".

-MHA conversions were discussed. Council discussed issues arising when conversions are directed by National MOU's. There have been some issues with residuals disappearing after they are posted on ereassign. General MHA conversion discussion commenced with all Council members offering insight and opinions on how they are conducted within their respective facilities and around the Local.

- Council discussed "principle assignment area" language which has become an issue in Delaware. Consensus is that BP's need to ensure that bids contain principle assignment area.

-Labor Day parade throughout the Local was discussed. Greater participation from Union leadership is needed.

-A review of the Local's social events took place.

- Harrisburg bowling event

- dinner dance scheduled for 12/4

- Phillies game

- Lehigh Valley/Scranton picnic

- Scranton/Wilkes Barre hockey game upcoming in February 2023

-Council discussed the upcoming election cycle

- judges have been selected and have agreed to serve (Sudler, McKnight and Harris)

- nomination notice to go out (11/10)

- nomination meeting 12/10

-Brother Zelenenki made a motion to adjourn. Motion seconded by Brother Lee.

-Council meeting reconvened at 10:12 on 10/14/22, all Council members were present.

-Brother Gibson informed Council that since there were no effective dates included as part of the approved By Law amendment proposals, that the effective date for all of the approved amendments will be 1/1/2023.

-Council held brief discussion on the OPM directive concerning boosters and its impact to USPS employees. USPS employees are not eligible for administrative leave. Brother Gibson will reach out to Sister Harmon to ask if this is being challenged.

-Council discussed 204 B bidding. A specific issue occurring at Lindbergh was discussed at length. This discussion spurred dialogue concerning 1723's and the USPS requirement to both complete and provide 1723's for higher level details.

-Brother Gibson provided an Article 12 hand out for all Council members. Council spent significant time discussing various portions of the handout and its impact within their respective installations. Of note is the portion of Article 12 that covers 204B "details" and the time parameters that cover 204 B bidding and how long a mail handler can be detailed outside the craft before it impacts their ability to bid and also to remain in their current bid.

-Council discussed "employees excess to the needs of the section" and the expedited bidding process. A number of scenarios were reviewed to ensure that all Council members understand the process. In addition, retreat rights were discussed for impacted employees.

-Steward seniority was discussed in the event that any Union reps. are identified for impact.

ADDITIONAL ITEMS:

- Brother Gohr asked about the best way to inform the membership about issues with FSS abolishments and their impact. Brother Gibson will caucus with Brother Gohr and Sister Bowens and draft something for the membership.
 - Brother Craig opened discussion on jackets and gifts for retirees. The "King Louie" jacket is no longer available so the Local will figure out a new source for the retiree jackets.
 - Brother Carson asked about seniority for MHA's in the super facility if they're being combined/jackpotted from multiple installations. Brother Carson asked about seniority during holiday schedules, Council discussed a variety of scenarios that occur during holiday schedules within their respective installations and how seniority is impacted during a holiday.
 - Brother Jones had a question regarding opening Local negotiations and defining tour vs section. Council discussed. Brother Carson asked about training for Local Negotiations. Brother Gibson informed Council that upon CBA agreement he'll put something together training wise for LMOU issues.
 - Brother Jones asked about newly hired MHA's acting as 204B's . Council discussed.
 - Brother Zelenenki asked about Local/Union getting paid a monetary remedy for ongoing violations. Council discussed. Brother Clark will get some feedback from a source and Brother Zelenenki will research and provide feedback.
- Brother Zelenenki made a motion to adjourn. Motion seconded by Brother Lee. Motion passed unanimously.**

Fraternally,

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308

