

# National Postal Mail Handlers Watchmen, Messengers, and Group Leaders LOCAL #308 - AFL-CIO

*DIVISION OF LABORERS' INTERNATIONAL UNION*

Tel. 215-537-8220 (FAX) 215-537-8228

## **MINUTES NATIONAL POSTAL MAIL HANDLERS UNION LOCAL 308'S LOCAL UNION COUNCIL MEETING 10/7/21**

### **Local Union Council Members Present:**

John Gibson  
Matt Matteis  
Mike Rembelinsky  
Brian Carson  
Eugene Jones

George Gohr  
Brian Clark  
Joe Zelenenki  
Sean Craig

Shelby Root  
Chris Lee  
Bob Glycenfer

-Council meeting called to order at 10:10 a.m. Meeting began with the pledge of allegiance.

-Sister Bowens absence is excused.

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

-While grievance activity at step 3 and arbitration levels are unexpectedly low, there are systemic challenges resulting from the Services National Restructuring Initiative. Realignment has created a communications gap impacting NPMHU reps at all levels of the organization. This affects the Unions ability to resolves cases at the lowest possible level. Local 308 HQ has reached out to the National office for help in identifying the changing command structure within the Local's jurisdiction. To date that information has not been provided. As a result, a number of charges have been filed with the NLRB for the Services failure to provide information as required. It is anticipated that a continued failure to communicate and adhere to the CBA will result in legal action.

-Indications out of Harrisburg and Lancaster are that the Service is now placing restrictions on mail handlers on the OTDL. Specifically, mail handlers have been told that they are prohibited from working their 7<sup>th</sup> day and beyond 60 hours in a service work. Chesapeake Division Director David Webster has been contacted on this issue and according to him the restrictions are directed at MHA's but, there is an overall objective to reduce overtime hours. He is supposed to "clarify" his message to his operations people as he states that he understands the provisions of Article 8 and will speak with Brother Gibson again concerning the matter. As of 10/7/21 that follow-up conversation had not taken place.

-During the Council meetings scheduled for 10/7-10/8, much of the conversation will center on the structural communications breakdown occurring and how best to address the consequences.

-During the period of this report this office has attended LDRC meetings in Lehigh Valley and the Trenton P&DC to discuss deployment of the Single Induction Package Sorter (SIPS) and the Small Delivery Unit Sorter (SDUS) respectively. Disputes on these deployments have been initiated.

-We have also attended 2 virtual District briefings for the DE, PA-2 District during the period which was heavily skewed toward the Retail and Delivery side of the district. It is not known whether the New Jersey and PA-1 Districts are even conducting briefings.

-Two (2) informational briefings were convened by this office in July and September for the Local Union Council. A variety of topics were discussed including the mass conversion of pre-career MHA's to full time regular mail handlers, the restructuring of the USPS and its effect on mail processing operations, and the creation of new career duty assignments along with a host of other related issues.

-During this reporting period the Local attended the SAMLU held in Las Vegas Nevada. Also attending were Branch Presidents Barrie Bowens and Gene Jones as well as NJ State Rep. George Gohr. All were first time participants. A full report of the meeting is included in the latest Mail Handler magazine.

-Elected delegates of the 2021 LIUNA Convention; Mike Rembelinsky, Joe Zelenenki, Brian Carson, Brian Clark, Cecilia Jones, Terry Reed and Local President John Gibson were all virtual attendees over the two(2) day event.

-In person Branch meetings have finally resumed with impressive attendance in the first two convened. Lehigh Valley and Trenton P&DC held meetings while the Scranton P&DC is scheduled for October 30<sup>th</sup>.

-Two (2) successful social events for the members of Local 308 and their families recently took place. An outing to Citizens Bank Park to watch the Phillies and a family picnic in the Lehigh Valley-Scranton area were held with a “bowling night” upcoming on October 23<sup>rd</sup> for our members in the Harrisburg area.

-The most recent open case report dated September 9<sup>th</sup> 2021, shows 80 cases pending step three or arbitration. Since last reported, the Locals’ arbitration schedule included 13 hearings before panel arbitrators with an additional 6 dates slated through the end of November.

-Operational changes are anticipated due to PMG’s 10-year plan with schedule changes having already occurred within the Philadelphia NDC. As such, during the Council meeting days the Local will conduct a review of the key provisions of Article 12 of the CBA.

-Local 308 HQ during the period of this report has disseminated and discussed numerous representational documents to our reps in the field. In addition, regular updates to the Local 308 web page continue to keep the membership up to date on any and all topics that could impact the membership.

-The Local had to enlist our legal arm (Attorney Josem) to challenge the USPS and their attempt to renege on settled matters within the Delaware and South Jersey P&DC. The Service was over the cap in both installations for MHA’s thus requiring mail handlers on the ODL to be maximized. The Service failed to maximize the ODL’s which resulted in grievances that the Service settled and then refused to pay. We are pleased to report that the Service has now processed the settlements that when completed will result in payments of over \$2 million dollars to our Brothers and Sisters in South Jersey and Delaware. Congratulations go out to Brothers Jones and Clark for their fine work.

-Local 308 continues to be well positioned to protect and enhance the rights and benefits of those we represent. As the Board recognizes, our recent agreement to invest a portion of the Local’s resources with the careful guidance of Ameriprise Financial, is the next step in the Local’s financial evolution. We encourage the Board to continue to exercise fiscal restraint as we manage the

member's money. Brother Rembelinsky will provide the Council with a detailed report of revenues and expenses of the Local Union.

-The Local's membership enrollment process has survived some systemic administrative issues mainly due to the Postal Services restructuring initiative, however we are confident that our membership will continue to grow. As we enter the peak hiring season, the Local will closely monitor the submission of 1187 forms closely. To date, Branch leadership has done an outstanding job in meeting with and signing our pre-career Brothers and Sisters as they enter the postal work force.

-Brother Rembelinsky provided a report on the "second quarter" 2021. He informed Council that the "spike" in finances is related to Covid and how it prevented expenses from occurring. Examples are member events and Branch meetings not occurring. This coincided with large increases in mail volume which resulted in the hiring of more MHA's. Council reviewed and discussed. -Brother Rembelinsky then went through a list of expenses that the Local has incurred or will incur. These include;

- Account balances for savings, checking accounts along with CD balances.
  - Lehigh Valley/Harrisburg social event costs.
  - Arbitration costs (down significantly)
  - Costs of last year's Council meeting.
  - LM-2s, LIUNA retirement payments and Tax reports were passed around for review.
  - 62 retirees so far this year.
  - Ameriprise investment in the amount of \$500,000. Brother Gibson explained in great detail the E-Boards investment strategy from the start of the process through to the actual investment of the 500K. Minimizing risk was the keystone of the strategy.
  - Brother Rembelinsky explained to Council the change in the LIUNA formula (per capita costs) regarding retiree benefits and its impact to the Union. Additional costs to the Union could be upwards of \$12,000 per year.
  - Brother Gibson spoke about the issues with 1187 tracking and attrition rates. I.E. accurate tracking of the membership numbers.
- Membership as of Pay Period #19 2021 shows total dues paying members at 2351.

-Brother Gibson then opened discussions on the process of By Law Amendments. Some items submitted 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 (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 submission came from Brother Zelenenki;

### ARTICLE III

#### MEMBERSHIP

##### SECTION 3

##### CURRENT

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. New members will receive 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.

##### PROPOSED

Any member **(who is not currently a Union representative)** 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. New members will receive a Local 308 T-shirt and a copy of the current National Agreement and a Constitution. Any member **(who is not currently a Union representative)** 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. **Motion seconded by Brother Gibson. Discussion ensued.**

**Brother Carson offered a friendly amendment which was accepted by Brother Zelenenki to insert “of at least 1 year” after non-member. Motion passed with only 1 nay vote opposing.**

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

ARTICLE IV

OFFICERS AND SHOP STEWARDS

SECTION 8

COMPENSATION FOR UNION OFFICIALS

**Current**

(8-D) All Local Members will be compensated as follows with prior approval of the Local President;

- 1.) Regular postal salary while on official union business.
- 2.) Postal straight time rate (excluding any full time Local Union Representative) while on official union business on a non scheduled day or off tour of their respective regular Postal work schedule, not to exceed eight (8.0) hours.

**Proposed**

(8-D) All Local Members will be compensated as follows with prior approval of the Local President;

- 1.) Regular postal salary while on official union business.
- 2.) Postal straight time rate (excluding any full time Local Union Representative) while on official union business on a non scheduled day or off tour of their respective regular Postal work schedule, not to exceed eight (8.0) hours.

**3.) A Local Member shall be compensated for all lost Holiday Leave Pay while on Union LWOP (Code 84). In order to receive compensation for the lost Holiday Leave Pay, a member shall provide a copy of their USPS Employee Earning Statement (and TACS reports) as proof of the lost pay.**

**Motion seconded by Brother Root, discussion ensued. A friendly amendment was offered by Brother Gibson to insert after Earning Statement, “and TACS reports”. Friendly amendment was accepted by Brother Carson. Motion passed unanimously.**

**Current**

(8-H) Lost Leave. Union Members shall be compensated at their Postal straight-time rate for lost leave due to Union LWOP. Union LWOP balances shall be documented by the submission of the members’ earnings statement for each pay period(s) in which the Union LWOP was incurred and compared with the corresponding voucher for that period. Any questions regarding lost leave shall be resolved by the Local Executive Board.

**Proposed**

(8-H) Lost **Annual and Sick** Leave. Union Members shall be compensated at their Postal straight-time rate for lost **Annual and Sick** leave due to Union LWOP (**Code 84**). Union LWOP balances shall be documented by the submission of the member’s **USPS Employee Earnings Statement** for each pay period(s)in which the Union LWOP was incurred and compared with the corresponding voucher for that period. Any questions regarding lost leave shall be resolved by the Local Executive Board.

**Motion seconded by Brother Gibson. Discussion ensued. Motion passed unanimously.**

**Current**

(8-I) 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**

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

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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

**Effective Nov. 20 2021 Branch Presidents shall receive contractual increases as scheduled in the current and future National Agreement.**

**Motion seconded by Brother Root. Discussion ensued. Motion failed by a vote of 11-nays to 4 yeas. A poll vote was requested with the voting listed below.**

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

	<u>Yes</u>	<u>No</u>
C. Lee		X
Zelenenki		XX
B. Clark		XX
G. Gohr		XX
Rembelinsky		X
Craig		X
Carson	X	
Root	X	
Glycenfer		X
M. Matteis	X	
E. Jones	X	
Gibson		X
Totals	4	11

SECTION 10

Current

Meal Vouchers: If a Member of Local 308 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 Local308 performs official Union business they shall be entitled to up to **\$35.00** for meals, up to a maximum of **\$70.00** per day, **for** every four hours worked away from their regular reporting office or facility while conducting Union business.

**Motion seconded by Brother Gibson. Motion passed unanimously.**

SECTION 13

**Current**

If a voucher is in dispute, it shall be referred to the Local Executive Board for discussion and a ruling will take place at the next Board meeting. Upon identifying a voucher in dispute the President and/or Treasurer, shall promptly notify the individual the reason(s) the voucher is not being paid as submitted, and when the Executive Board will discuss the disputed voucher. Once a decision is made the submitting member will be promptly notified of the outcome.

**Proposed**

If an **expense** voucher is in dispute, it shall be referred to the Local Executive Board for discussion and a ruling will take place at the next Board meeting. **The member shall be allowed to attend the Board meeting, at their own expense, in order to present their reason and/or proof for submitting their expense voucher.** Upon identifying a voucher in dispute the President and/or Treasurer, shall promptly notify the individual the reason(s) the voucher is not being paid as submitted, and when the Executive Board will discuss the disputed voucher. Once a decision is made the submitting member will be promptly notified of the outcome.

**Motion seconded by Brother Craig, discussion ensued. After some discussion the proposed change was withdrawn by Brother Carson.**

Brother Carson offered the following for discussion by the Council.  
“I would like to discuss the requirements/process for counting dues paying members for the Holiday Gift Certificates. I do not believe a Branch or Facility shall be punished for HRSSC’s inability to process an 1187 form.” Council discussed 1187 processing. Brother Rembelinsky stated that pending 1187’s

are counted towards the holiday certificate entitlement calculation for facilities. The issue of missing EIN# for new hires was addressed by Brother Gibson when he informed Council that if BP's are waiting for EIN#'s for new hires then he should be contacted so the issue can be rectified.

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

**Proposed**

**Article IV Section 8-E to read:**

- 1) Chief Steward in Charge- Flat yearly rate of \$2,000.00(\$500.00 Quarterly) per year.
- 2) Chief Stewards- Flat yearly rate of \$1,600.00 (\$400.00 Quarterly) per year.
- 3) Stewards- Flat yearly rate of \$1,200.00 (\$300.00 Quarterly) per year.
- 4) Alternates- Flat yearly rate of \$ 600.00 (\$150.00 Quarterly) per year.

Stewards are the foundation of the Union and are in my opinion underpaid. A small bump in pay.

**Motion seconded by Brother Gibson, discussion ensued. Specific discussion concerned whether the proposed amendment was/is properly before the Council. Motion passed with the unanimous support of the Council.**

**Of note is the Council agreed to now include steward's wages as part of the Local's "By-Laws". As such, including the motion above, any changes regarding steward's wages will now go before the Council to be acted upon.**

**Article IV Section 8-I to read:**

Local President:	\$106,403.93
Vice President:	\$12,505.85
Treasurer:	\$84,000.00
Pa State Rep.	\$11,383.53
NJ State Rep.	\$11,383.53
De. State Rep.	\$11,383.53

Recording Secretary: \$11,383.53

Branch President: \$7,624.61

This represents a raise of 5% to the elected officials' salaries. This raise totals \$14,800.00 annually. (rough)

The elected officials have foregone a pay raise for many years while this Local has repaired its financial standing. We are currently in solid financial shape with a reported Net income of \$246,000.00 in 2020 and a net income of \$70,418.00 for the second quarter of 2021. This shows continued growth in assets that are currently at \$1,370,919.47 and growing. The Local has also just added 532 new members bringing in potential \$14,098.00 in additional revenue annually.

The raise is offset by the new membership alone without touching any savings or affecting the net income.

**Motion seconded by Brother Jones. Lengthy discussion ensued. Motion failed by a vote of 13- nays to 2-yeas. A poll vote was requested with the voting listed below.**

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

	<u>Yes</u>	<u>No</u>
C. Lee		X
Zelenenki		XX
B. Clark		XX
G. Gohr	XX	
Rembelinsky		X
Craig		X
Carson		X
Root		X
Glycenfer		X
M. Matteis		X
E. Jones		X
Gibson		X
Totals	2	13

**Article IV Section 8 add an Item (K) to read:**

The salaries of the elected officials identified in Item 8-I shall receive a salary raise **(5%) Verbally added by Brother Gohr** in the National Agreement, these salaries will be increased by the same percentage. In addition, salaries will increase for cost-of-living adjustments not to exceed the percentage of increase in the National Consumer Price Index published by the Bureau of Labor Statistics of the U.S. Department of Labor. The Local Executive Board shall be empowered to make annual adjustments to the salaries of the elected officials not to exceed the percentages outlined in this section. Effective November 20, 2021, with the negotiated raise of 1%.

The addition of this item is to include the same rights afforded to the members we represent, to the elected officials. This provision is mirrored in the National Constitution in Article VI, Section 6, page 7.

**Motion seconded by Brother Jones. Discussion ensued. Motion was withdrawn by Brother Gohr.**

**Article IV Section 11 add:**

The Local shall supply the Executive Board member with 3 Embroidered Polo shirts with the Local Union logo, per election term.

The Local shall supply the Executive Board members with a Union Jacket with an embroidered Union logo, per election term.

The Local shall supply the local council members with 3 screen printed polo shirts with the Union logo, per election term.

The addition of this item is to provide a professional and uniform appearance at Union conventions, meetings orientations, and other Union related functions.

**Motion seconded by Brother Lee. Discussion ensued. Consensus is that all union representatives should maintain a professional appearance/demeanor. Brother Gibson believes this motion falls under the Executive Boards purview not Council but he encourages discussion on the matter amongst Council members. As the motion was deemed to fall under the Boards purview no vote was taken on the matter.**

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

ARTICLE 3

SECTION 6

Holiday Gift Certificates: This is for dues paying members only. The Branch President shall be allotted one certificate for every 15 dues paying members, rounding up to the next certificate. The value of each certificate shall be established by the Local Executive Board and is currently set at \$~~40~~**50**.00.

**Motion seconded by Brother Zelenenki. Motion passed unanimously.** 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.

ARTICLE IV

OFFICERS AND SHOP STEWARDS

SECTION 4

The Local President or any full-time Officer of Local 308 shall receive the same amount of vacation and sick leave as he/she would when he/she was on the clock. Leave usage ~~and union activity~~ **of the Local President and other full-time employees (Motion seconded by Brother Rembelinsky, motion passed unanimously.)** shall be tracked and recorded by the Local Treasurer and reviewed by the Local Executive Board quarterly. **Leave usage of the Local Treasurer shall be tracked and recorded by the Local President and reviewed by the Local Executive Board quarterly. (Motion seconded by Brother Craig, motion passed unanimously.)** The Local President or any full-time officer shall be compensated at their postal rate of pay for any earned but unused leave by the end of their last term of office. The Local President or any full time officer cannot carry over more than 440 hours of annual leave from one leave year to the next.

SECTION 7

All Officers, Executive Board Members, Local Union Council Members, and Shop Stewards shall attend all meetings of the bodies in which they function. Appropriate justification shall be provided for one's inability to attend such meetings, upon request of the Local President.

(7-A) Attendance at Union Functions –Any Executive Board Member has a right to attend any function that has been sanctioned by Local 308. Prior approval and/or a formal invitation by members ~~are~~ **is** not necessary.

## SECTION 8

### Compensation for Union Officials

(8-D) All Local Members will be compensated as follows with prior approval of the Local President:

- 1.) Regular postal salary while on official union business.
- 2.) Postal straight time rate (excluding any full time Local Union Representative) while on official union business on a non scheduled day or off tour of their regular Postal work schedule, not to exceed eight (8.0) Hours-, **unless authorized by the Local President.**  
***Motion seconded by Brother Carson, motion passed unanimously.***
- 3.) **Postal salary shall be verified by the submission of a current earnings statement.** ***Motion seconded by Brother Clark, motion passed unanimously.***
- 4.) **A Local Member shall be compensated for all lost Holiday Leave Pay while on Union LWOP (Code 84). In order to receive compensation for the lost Holiday Leave Pay, a member shall provide a copy of their USPS Employee Earning Statement and TACS reports as proof of the lost pay.**

(8-E) Steward Compensation: ~~To be eligible stewards must serve at least three (3) months of the year. This compensation would~~ **shall** 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: ***Motion seconded by Brother Carson, motion passed unanimously.***

- 1.) Chief Steward in Charge-- a flat yearly rate of ~~\$1,800.00~~ **\$2000.00**, (~~\$450.00~~ **\$500.00** quarterly) per year.
- 2.) Chief Stewards -- a flat yearly rate of ~~\$1,400.00~~ **\$1600.00**, (~~\$350.00~~ **\$400.00** quarterly) per year.
- 3.) Stewards -- a flat yearly rate of ~~\$1,000.00~~ **\$1200.00**, (~~\$250.00~~ **\$300.00** quarterly) per year.
- 4.) Alternates -- a flat yearly rate of ~~\$500.00~~ **\$600.00**, (~~\$125.00~~ **\$150.00** quarterly) per year.

(8-F) Sunday Premium will be paid to all Local Members while on official union business if Sunday is a part of their regular Postal work schedule.

~~(8-G) Leave Form –determining appropriate compensation.~~ Motion to completely eliminate Leave Form –determining appropriate compensation.  
**Seconded by Brother Jones, motion passed unanimously.**

(8-H) ~~(8-G)~~ Lost Leave. Union Members shall be compensated at their Postal straight-time rate for lost leave due to Union LWOP. Union LWOP balances shall be documented by the submission of the members’ earnings statement for each pay period(s) in which the Union LWOP was incurred and compared with the corresponding voucher for that period. Any questions regarding lost leave shall be resolved by the Local Executive Board.

(8-I) ~~(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

~~Effective November 14th, 2015 the position of Treasurer shall be considered full time and shall include annual compensation of \$80,000.00 and all of the benefits associated with full time Union service as described within these By-Laws.~~ **Motion seconded by Brother Rembelinsky, motion passed unanimously.**

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

## SECTION 10

Meal Vouchers: If a Member of Local308 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. Itemized receipts must be submitted with all

meal reimbursement requests. If receipts are not provided, the voucher will be discussed at the next Executive Board meeting for approval or disapproval. The Local President or any other full-time employee as well as the Local Treasurer shall not be entitled to an allowance for meals while performing duties at Local Union Headquarters unless attending an official meeting or training class where a meal is provided.

## ARTICLE VI

### QUALIFICATION FOR OFFICE

#### SECTION 1

In accordance ~~to~~ **with (Motion seconded by Brother Lee, motion passed unanimously.)** Article VII of the Local Union Constitution

## ARTICLE XVI

### OFFICE STAFF

#### SECTION 1

The Local Office Staff will report directly to the Local President.

- A.) The office staff's salary and other benefits will be granted upon the approval of the Executive Board.

**NOTE:** These By-Laws incorporate Council Meeting Minutes from May 1975 through ~~September 2020~~ **October 2021** (inclusive). **Motion seconded by Brother Lee, motion passed unanimously.**

-Brother Gibson opened discussion on the NPMHU Convention which has been pushed to August of 2022. The actual dates of the Convention are August 9-11 with the 8<sup>th</sup> and 12<sup>th</sup> as travel days. Submissions for constitutional amendments/changes can be submitted directly to the National office. While there's no requirement to go through the Local office for submission, the preference is to have discussion on submissions coming out of the Local.

-Council discussed membership dues breakdown. I.E. amount that the Local and the National receive out of the dues deduction monies.

-2024 NPMHU National Convention will be held in Las Vegas. Election information will be disseminated to the membership at the proper time to ensure everyone has an opportunity to be part of the election to attend.



- Brother Gibson spoke about the chain of command issues surrounding the Postal Service. The lack of a clear chain of command has made it more difficult to resolve issues at the lowest possible level. It is imperative that Branch President's timely move cases to attempt to get resolutions on matters.
- Training for new shop stewards will be scheduled shortly, BP's need to provide names of any interested people to Brother Gibson.
- Council discussed PMG Dejoy's 10 year plan and potential impacts within Local 308 related to said plan. "Annex" facilities are part of the plan with a number of "annexes" coming on line in Philadelphia (NDC), Lehigh Valley and Harrisburg. Lengthy dialogue occurred related to Annex buildings including staffing, craft jurisdiction, automation, LMOU's and how it/they relate to Annex operations etc.
- Council discussed the member giveaway that the Board has been debating. Brother Gibson asked the Council for suggestions. (Hoodies/sweatshirts, insulated cup)
- Social events discussion. The Harrisburg/Lancaster bowling party is coming up along with a "dinner dance" scheduled for December 4<sup>th</sup> in the Philadelphia area.
- 1187 processes and handling were discussed at length. Council discussed the various scenarios that delay 1187 processing along with MHA hiring concerns. Council discussed "best practices" used to streamline handling so all facilities are more efficient with 1187 processing. One of the suggestions is to use the "prefilled" 1187s. Brother Gibson stated that he will authorize Code 84 if extra time is needed to get the prefilled 1187 done.
- Council discussed the DCO report and how it should be used. BP's need to review the report so when/if someone comes off of it we need to know why.

### **Additional items;**

- Brother Craig asked about the possibility of getting employees from another facility as postal employees who worked at an installation that was closed due to a roof collapse were asking about a temporary detail to Lehigh. These employees are being absorbed within their own Local.
- Brother Clark asked about the best way to fill a spot for a mail handler who will be out for approximately 3-4 months. PO wants to use an overtime person from the plant or an mha to fill it. Council believes that use of an ODL person from the plant is ideal solution.
- Brother Carson asked about the status of the AFCS200 grievance. Brother Gibson said the case is still pending. He(Carson) also asked if "178" NMO mail was being worked in another plant and/or are clerks working Harrisburg mail. Brother Gibson is concerned clerks are doing MH work and that there's enough mail to justify a mail handler position. Carson opened discussion on people taking changes of schedule to circumvent overtime lists. Council discussed

various scenarios within their respective installations of instances under which there could be overtime manipulation. Brother Carson also asked if there is any plan to consolidate or realign Local Unions based on what's occurring with installations. Brother Gibson stated that he is currently unaware of any plan to realign.

-Brother Jones asked about mandated vaccinations? Brother Gibson stated that right now the PO is not requiring vaccinations but warns that if the OSHA standard changes then that could change the requirement standard. Council discussed multiple scenarios and how the Union would respond if the requirement changed. Brother Jones also asked if BP's should be giving out contracts at MHA orientations. The simple answer is contracts should be given out to any new employee that wants one. Some may prefer an electronic version which is searchable.

-Brother Matteis asked in the event that either vaccinations or testing became a requirement, who would be responsible for the cost of testing? It's unclear at this point. Council discussed testing related scenarios.

-Brother Root asked about EFEL leave. Specifically, should USPS use decision tree since EFEL has expired? Administrative leave may be appropriate for Covid related absences/issues. Should be handed on a case by case basis as PO can grant admin leave. If it is not granted we have to ask why not. Decision tree is policy! PO must follow their own policy!

-Brother Zelenenki asked about Juneteenth. Brother Gibson believes it will be part of the next CBA(included as a holiday-Article 11) but not sure what will occur with Juneteenth that passed in 2021. The hope is that it will be retroactively applied to this past year's holiday.

-Brother Craig asked about Reading's status. What happened to possibly returning mail handlers back to Reading? Brother Gibson said the issue/case is still at the National level. Council discussed a variety of cross craft issues within installations. This included the upcoming Williamsport observation. Brother Craig also asked if there's anything to be done to motivate the PO to hire people for the smaller offices (Bethlehem, Pottsville, Allentown). Brother Gibson emphasized how important it is that all Council members copy him on any and all correspondence with the PO, no matter how mundane. Looping him in early could expedite matters in the event it needs to be elevated.

**-Brother Zelenenki made a motion to adjourn for the day, motion seconded by Brother Lee. Motion passed unanimously.**

**-Council meeting reconvened at 10:12 on 10/8/21.**

-Brother Gibson announced that today's Council meeting will focus on Article 12. Currently, all installations within Local 308 are stable with growth occurring in the mail handler complement across the Board. Brother Gibson

opened a power point presentation which he will send out to all Council members.

-Council discussed potential start time changes and its impact on bids, the NDC has already undergone start time changes.(Zelenenki spoke briefly on NDC changes)

-Council discussed the expedited bidding process and how it trickles down. Idea is to minimize impact while ensuring that if any impact occurs it is to the junior mail handler.

-Discussion was held on reassignment and its processes. I.E. How it may/may not impact installations.

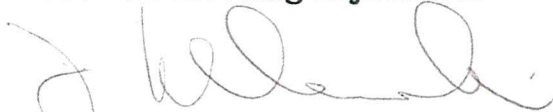
-Brother Gibson reviewed the process for a “cumulative” change in start times. Council discussed multiple scenarios under which jobs would need to be reposted based on applying the cumulative time change language.

-Council spent significant time on 204B bidding. I.E. when they can bid and/or be awarded bids. CIM 5 has a change in 204B bidding language.

-Handbook HB F 15-C on relocation policies. Discussion on 12.6C4- Reassignment Within an Installation of Employees Excess to the Needs of a Section. In addition, Council discussed retreating to the section. “Section” is generally defined as tour. This process can take an extended period of time and the Union must be diligent in following this to completion. This process can be extremely convoluted and requires good record keeping. Council spent significant time on this issue ensuring that all Council members understood the matter.

-Council discussed “relative standing “ for MHA’s, it is crucial to ensure that the relative standing reports are accurate. Tie breaking criteria is only used when hired on the same date. Preference eligible employees jump over everyone when hired on the same date.

**-Council meeting adjourned.**



Respectfully submitted,

Joseph Zelenenki  
Recording Secretary