

MINUTES
NATIONAL POSTAL MAIL HANDLERS UNION
LOCAL 308'S EXECUTIVE BOARD MEETING
3/23/11

The Executive Board meeting was held at Local 308 headquarters in Philadelphia, Pa.

Executive Board Members Present:

John Gibson Local 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 began at 10:44 with John Gibson asking if everyone had an opportunity to review the minutes from the 11/15/10 meeting. **Quentin Seth made a motion to accept the minutes from the 11/15/10 meeting which was seconded by J. Zelenenki. The motion passed unanimously.**

-John Gibson spoke with Steve Bahrle and Nick Campellone regarding who is going to handle what duties in New Jersey. He gave them the latitude to work out the coverage and responsibilities amongst themselves.

-Nick Campellone asked, "What exactly is the state reps role? Steve Bahrle answered that they attend labor management meetings at facilities, coordinate membership drives , provide input regarding casual in lieu of cases, etc. John Gibson stated that he wants the state reps to handle the big issues and not to waste resources on issues that branch presidents should be handling. John also wants Campellone to attend union meetings in New Jersey. Quentin Seth stated that he is listed as a steward on all three tours in Delaware so he can provide input on all issues on all tours along with attending all labor management meetings.

-John Gibson wants all executive board members to communicate with the membership throughout the local through the newsletter and the local's website.

-Steve Bahrle stated that in New Jersey there is a push by postal management to try to eliminate mail handler positions at the smaller facilities.

-After a short break John Gibson provided a "snap shot" of the local's financial status. He stated that we, as a board are going to attempt to save money and to take a hard look at discretionary spending. Mike Mohan gave a report based only on a few days access to accounts. Mohan said that Tony Branco, the former treasurer did not reconcile the financials for the last three (3) months.

-Prior to this meeting a poll vote was conducted amongst the executive board asking for approval/disapproval for the current accounting firm, Novak Francella to complete the LM-2's, 990T's and 990 for 2010. In addition they would be conducting an audit to ensure the accuracy of said documents. **The vote was unanimous that Novak Francella would complete the LM-2's, 990T's and 990 for 2010.**

-John Gibson spoke with the accountants and stressed the point that if additional work needs to be performed that would require additional charges then prior approval from the executive board must be requested and approved prior to the work being performed.

-Mike Mohan spoke about the late fees that the prior administration accrued and how he wants to avoid them. Some of the outstanding bills for the local include payroll taxes, salaries and the cost of the swearing in ceremony. Further he pointed out an outstanding balance from a collection agency called AFNI which is a bill that has carried over from former president Frank Phillips era. **Mike Mohan made a motion to pay the bill from AFNI. This motion was seconded by Mike Rembelinsky. The motion passed unanimously.** A brief review of the vendor list was made with the idea that vendors that haven't been used for extended periods would be pared from the list.

-John Gibson touched on meal approval which is covered under the union by-laws. The existing requirements under the by-laws will still be used for meal approval. The bottom line is this board needs to look at every expense and save whenever possible.

-Mike Mohan brought up the exorbitant rent for the office space at the Arsenal offices. He also touched on how high the expenses are for this office alone. (Water, gas and electric) The lease isn't up until 12/31/13 with no buyout in the contract. John Gibson told the board that ideally we would be able to get out of the lease but before that could happen we need a place to move to. The board then discussed some ideas for possibly leaving the Arsenal office. Mike Rembelinsky will talk to the APWU to try to gather information about the process they used when they moved their base of operation. Mike Mohan then spoke about what the Board's responsibilities are for this office space versus the landlords responsibilities. Joe Zelenenki told the Board about his preliminary search for office space and the search parameters he was using. Ideally the new space would allow the local to hold functions/ meetings in the new building. Mike Mohan cautioned the Board that the Local is still not in good financial state so he urges caution when discussing buying new office space. There was some discussion about moving to a new carrier for the electric but this will require some further research.

-The board reviewed the vendor summary report; some items of interest were the rental contract on the Pitney Bowes machine. The machine is leased for 30 months so the local cannot simply "get out of it." Some other items of interest on the report were Amerigas in the amount of \$6069.00 along with the Arsenal Business Center for \$13459.00. Nick Campellone asked why some individual mail handlers were listed on the vendor report. Mike Mohan believes that it is simply a coding error. Mohan wants to stress that the reports generated are based solely on 4-5 days of reviews and on information from prior officers. A much more complete picture will be available at the next meeting.

-Mike Mohan wants payroll info when vouchers are submitted to ensure payments are made at the correct rate of pay. **Mohan made a motion that a pay stub be submitted when submitting vouchers to ensure accuracy. This was seconded by Mike Rembelinsky. All were in favor with the exception of Quentin Seth who believes it is not necessary.**

-John Gibson brought up the issue occurring in Lancaster since the election of new Branch President Shelby Root. Six stewards resigned after the swearing in of the new branch president.. The board briefly discussed the processes for certifying/decertifying of stewards. The issues in Lancaster illustrate the need to train stewards

immediately at various facilities. John Gibson then nominated Steve Bahrle to be the "shop steward trainer" for Local 308. John Gibson further emphasized the point that Lancaster is an emergency situation and the training for new stewards needs to be done immediately. **A motion was made by John Gibson to make Steve Bahrle "shop steward trainer". This was seconded by Mike Mohan. The motion passed unanimously.**

-John Gibson brought up that there appears to be an issue with the "leave loss" buy back for outgoing treasurer Tony Branco. The problem with Branco's is that the spreadsheet submitted by Branco did not have pay stubs to verify "LWOP" was for union charged activities. John then explained some examples of how the LWOP uses versus what was charged for union work may not correlate. Branco claims to have lost 180 hours of leave due to LWOP for union activities. The check for the value of the leave has already been cut. There was some further discussion about the charges for the last 3 years for Mr. Branco's "leave loss". Nick Campellone believes that the local may have possible benefits liability (health benefits costs, life insurance costs) for Branco since he accrued such high amounts of LWOP. John Gibson said that as long as LWOP is under 1040 hours then the local is "not responsible" for those additional health benefits/life insurance costs. Mike Mohan will ask Mr. Branco to provide verification of LWOP for the time charged to union activities.

Short Term Goals

-The board had extensive discussions about a newsletter that will be distributed to the membership. Newsletters from other locals were reviewed for ideas. One of the questions that needs to be answered is, can the board use "non-profit" status when mailing newsletter or can advertising be used to subsidize cost. April 17, 2011 is target date for first edition of newsletter.

-John Gibson has asked Lou Morrone to give the current website a face lift. Considering uses a pro version of weebly .com which would allow the use of video as a form of communication with the membership. John further spoke about the distribution of information from the national office. An example is the updating of the EL-801 which was updated in 2006 but it never filtered down to the lower levels.

-John also emphasized that if a Board member is charged with a task/job then they need to take whatever time they may need to complete the task. **A motion was made by John Gibson to send Mike Rembelinsky, Bob Unick and himself to Washington for legislative conference. The motion was seconded by Nick Campellone. The motion passed unanimously.**

-The topic of site visits was brought up. John Gibson wants to exceed what is covered under the constitution. He would like to use the state reps for visits to appropriate facilities; these site visits should when practicable include Steve Bahrle since he is Vice President. The point was raised that in advance of the site visits that the plant manager of that facility be contacted to ensure there are no issues with any of the union officials walking the floor.

-Membership drive; Steve Bahrle will coordinate with the appropriate state reps and target facilities with the highest number of non-members. Possible incentives for a member signing up non-members were discussed. The Board agreed that for 5 signups a Union jacket will be awarded. There was also some discussion about items for the membership; T-shirts, aprons and pens are possibilities. The board tabled the topic for further discussion at future meetings.

-Member Events; board discussed member events such as picnic (possibly held on Arsenal grounds) and a winter event (Christmas party).

-Liuna Convention; the time for election of members to attend Liuna convention is here. Judges have already been chosen (Gerry Sterrette, Bob Unick and Donna McDaniels). **A motion was made by Mike Rembelinsky that any member elected to go to Liuna convention must use their own leave. Seconded by Mike Mohan. The motion passed unanimously. Another motion was made by Mike Rembelinsky that there be no union sponsorship for Liuna mailing. Seconded by Mike Mohan. The motion passed unanimously.**

-Former president John Macey asked about buying the computer from the local that he was using during his tenure. Joe Zelenenki brought up the issue of confidential information possibly remaining on computer. Based on the need to keep member information secure the board denied Brother Macey's request. There is some computer equipment from outgoing officers that will need to be repurposed throughout the local.

-John Gibson made a motion for Steve Bahrle to purchase a computer system and internet. Seconded by Joe Zelenenki. Motion passed unanimously.

-John Gibson made a motion for Joe Zelenenki to purchase a computer. Seconded by Mike Mohan. Motion passed unanimously.

-Mike Rembelinsky suggested that John Gibson draft a letter about any files/equipment for outgoing presidents to maintain privacy.

-A copy of the amended by laws was given to all board members for review. John Gibson will provide a clean copy to all Board members.

-The long term goals for the Local were discussed. The lease agreement was talked about at length. Ideally we can get out of lease as quickly as possible and move to new space but the financial solvency of the local will have impact on when and if a move is possible. Advanced training; we will give training to become better at our jobs.

-Steve Bahrle had some agenda items that the board discussed at length. Issues were the Trenton P+DC court case and the RI-399 implications resulting from ruling. Last issue is a possible lawsuit against APWU filed by Local 308 to recover loss of membership dues and cross crafts monies. John Gibson will talk to Bruce Lerner about the viability of the lawsuit.

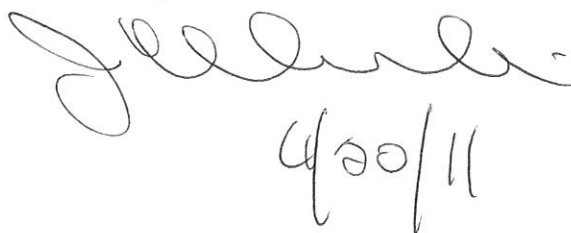
-John Gibson made a motion that Item B (Initiating a justice department investigation) will not be pursued by the local. Seconded by Mike Rembelinsky. Motion was accepted by all but Steve Bahrle.

-John Gibson made a motion that Item C (Lawsuit against APWU) will be tabled pending discussions with Bruce Lerner. Seconded by Joe Zelenenki. Motion passed unanimously.

New Items

-Mike Rembelinsky brought up and the Board discussed the specifics of an arbitration hearing scheduled in the next few months involving the Philadelphia P & DC

-John Gibson made a motion to adjourn the meeting at 4:25. Seconded by Joe Zelenenki. Passed unanimously.



4/20/11