



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 EXECUTIVE BOARD MEETING MARCH 31, 2014

The Executive Board meeting was held at Local 308's new headquarters in Croydon, Pa.

Executive Board Members Present:

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| John Gibson | President |
| Steve Bahrle | Vice President |
| Mike Mohan | Treasurer |
| Nick Campellone | New Jersey State Rep. |
| Joe Stancell | Delaware State Rep. |
| Mike Rembelinsky | Pennsylvania State Rep. |
| Joe Zelenenki | Recording Secretary |

-Brother Campellone made a motion to accept the minutes from the Executive Board meeting held on October 29, 2013. Motion seconded by Brother Mohan. Motion passed unanimously.

-A question was raised concerning the latest version of the Local's By Laws (2013) and their distribution. Brother Zelenenki outlined the method used for distribution to the Local branches for both the Executive Board meeting minutes and the distribution of the By Laws. Brother Gibson verified that the By Law changes have already been accepted by National President John Hegarty and will be redistributed to the branches.

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

-Shop steward's training was conducted at the Local's new headquarters on 1/16/14. Training was given by National Shop Steward Trainer Paul Hogrogian and National CAD rep. Tim Dyer.

-Brother Gibson met with both of the newly elected officers of Local 308; Brothers Craig and Stancell to discuss what their positions entail (responsibilities) and what they can expect from the Local in terms of support.

-The announcement that the Postal Service has put "on hold" all excessing related to AMP studies came as a great relief to mail handlers nationwide but specifically in Lancaster and Scranton as both facilities were targeted for impact in 2014. In addition, all residual vacancies have been released. The Local believes that these vacancies should be filled through either reassigns and/or conversion on MHA's. L.S. Daniels facility in Harrisburg has already converted 16 MHA's to career employees and the Trenton facility has accepted a number of reassignments but not all facilities within the Local are following suit which has prompted significant grievance activity. Despite the "AMP's" being put on indefinite hold, the actions already taken by the Service in both Reading and Williamsport is ongoing as the fight continues to retreat mail handlers back into those plants.

-The Local successfully secured a settlement in regards to its challenge at the Lakewood facilities "AMP" impact, returning two PTF mail handlers to the facility. Thus far, the Service has only placed one PTF into the Lakewood plant which has thus generated another grievance on the delay of the placement of the second mail handler. The Union has initiated dialogue with the District Labor Relations Manager concerning said delay.

-The remedy portion for the South Jersey relief positions case ruled on by Arbitrator Bello is ongoing as the Service is attempting to reduce the scope of the remedy from 61 mail handlers to 15. This has resulted in a 3rd hearing to be heard before Arbitrator Bello to resolve the matter. The Union anticipates similar problems with the remedy portions for both Tour 3 and Tour 1.

-The Local continues to pursue two(2) decisions rendered by Arbitrator Owens in federal court. The first involves a CILO case originating from the Philadelphia NDC, the second decision involves a cross crafts grievance emanating from the Trenton P

&DC. As more information becomes available it will be communicated to the membership.

-The Union continues to arbitrate a number of issues across the Local, including AFSM containerization in Trenton, consolidations within the Phila NDC, cross craft and Article 12 violations in Reading along with challenging disciplinary actions in both the Trenton and South Jersey facilities.

- Since last report Brother Gibson has attended branch meetings in Lancaster, Harrisburg, Scranton, Lehigh Valley, Phila. NDC, Phila P & DC as well as South Jersey and Trenton facilities. He has also toured the work floor at the Philadelphia NDC, Philadelphia P &DC, South Jersey, Scranton, Lancaster and Lehigh Valley facilities. He has also attended meetings with district level management within Central Pa and South Jersey discussing a variety of issues including the "right sizing" initiative the Service is now using to realign/reduce staffing at function one facilities.

-The Local continues to publish and distribute a monthly bulletin, updating members on matters of importance along with the "308 Post" which is the Local's newsletter, which is mailed to all members.

-The relocation of Local 308's headquarters has been completed after an extensive vetting process. The new location is 117 Neshaminy Rd, Croydon Pa. 19020. Since leaving the Arsenal location, an inquiry has been made concerning the status of the security deposit and the Board is awaiting a response.

-The dues "freeze" approved by the Executive Board was approved and while most mail handlers across the country experienced a dues increase of \$1.00, mail handler within Local 308 did not. There has been an issue with increased dues for roughly 400, Local 308 mail handlers. Following weeks of effort by our National partners the matter should soon be resolved with the additional monies being refunded to impacted mail handlers before the dues go back to the correct amount of \$22.00.

-The LM-2 for 2013 has been completed and submitted as required by the DOL. A number of poll votes were conducted since our last meeting and were unanimously approved by the Board.

- Brother Zelenenki asked what the formula was that was used by the Postal Service when they converted MHA's in Harrisburg. This led to extensive dialogue concerning MHA conversion's and E-Reassigns throughout the Local.

-Brother Mohan provided a "Treasurers Report" in advance of the meeting to give the Executive Board an opportunity to review the following reports for accuracy and develop any questions they may have.

- end of year 2013 financial report
- A/P aging summary
- Vendor balance detail report
- Deposit detail report
- Check register
- Code 84 line detail tracking
- Direct deposit tracking
- Liuna payments
- Checking account balance
- Savings account balance
- IRS tax deposit's 2013

-Brother Mohan went through the "end of year " financial statement for 2013 providing detail on each line item. He stressed the importance of fellow Board members reviewing the financials. Item's of note were the Misc. Income in the amount of \$251,200.91 which Brother Mohan explained was primarily due to the monies received for the bond claim prepared and submitted to the bond company by President Gibson

-Brother Mohan provided copies of the LM-2 report for 2013 to all Board members.

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

-Board reviewed check register report.

-Board reviewed "Code 84" tracking report

-Vouchers for all Board members were passed around and reviewed by all Board members.

Brother Mohan reported that an outstanding tax issue created during a previous administration has been resolved with no further liability.

-Brother Mohan stated membership is up within the Local with the hiring of MHA's.

-Brother Rembelinsky made a motion to accept the disbursements as described by Brother Mohan. Motion was seconded by Brother Zelenenki. Motion passed unanimously.

-Board discussed in great detail the potential for paying off, in its entirety, the outstanding mortgage on our new Union headquarters, thereby providing interest savings to the Local. In addition, the Board discussed financial opportunities for the Local's liquid assets.

-Board discussed the "Summer event" taking into consideration the new By Law requirement to move events around the Local. Since the picnic, formally held at the old Arsenal headquarters is no longer an option, Board discussed matter at length. The Board will consider having regional events with proportional budgets. Brother Gibson charged Brothers Stancell and Campellone with doing research into different places and the costs to have these events in Delaware and/or New Jersey.

-Brother Zelenenki offered the following motion; Board will authorize up to \$10,000.00 for main summer event. Motion seconded by Brother Campellone. Motion passed unanimously.

-Brother Campellone offered the following motion; Board authorizes all expenses needed for new stewards training. Motion seconded by Brother Rembelinsky. Motion passed unanimously.

-Brother Gibson opened discussion on advanced stewards training. Board discussed who would receive this training and what this training would entail. Brother Campellone suggested modifying the old shop stewards manual/scale it down so the amount of information not be overwhelming.

-Brother Stancell offered the following motion; plan and schedule advanced stewards training. Motion seconded by Brother Mohan. Motion passed unanimously.

-Brother Gibson opened discussion on union member recognition. Board discussed distributing a t-shirt to members. Branch Presidents for each facility will be tasked with getting members sizes for shirts.

-Brother Rembelinsky offered the following motion; recognize the membership of Local 308 with a t-shirt. Motion seconded by Brother Campellone. Motion passed unanimously.

-Brother Mohan informed the Board that the Union has secured a new payroll company that is better suited towards our needs.

-As an item previously raised by the Board discussions on sending additional people to the Semi Annual Meeting of the Local Unions(SAMLU). Board discussed the purpose

of sending additional people per motion offered and accepted at the 9/3/13 Executive Board Meeting. Board discussed at length specifically considering, benefit to membership and costs factor. Brother Bahrle suggested that it would provide an opportunity to network with National Union officers as well as those from other Locals.

-Brother Mohan offered the following motion; Local will send two(2) additional people to Washington D.C. to attend the SAMLU in August of 2014. Brothers Campellone and Stancell will attend with Brother Gibson. Motion seconded by Brother Rembelinsky. Motion passed unanimously.

-Brother Gibson announced the deadline for submissions for the next edition of the newsletter is May 31, 2014. He encouraged all Branch Presidents to provide updates concerning their respective facilities.

-Brother Gibson would like to update the Local's website. He will solicit pricing and costs to have site revamped.

-Brother Gibson raised Camden staffing issues. Specifically, he has tasked the state reps. with setting up a meeting with HR to discuss information on AO's. Example of information needed is trucks unloaded/volume of mail spread. Union will be able to use the information to argue mail handler positions. Brother Rembelinsky was charged with contacting postmaster in York, Pa. about setting up a meeting. Brother Gibson also directed Brother Rembelinsky to arrange additional site visits in Williamsport and Reading. Brother Gibson also encouraged Brothers Campellone and Bahrle to address multiple staffing issues within the South Jersey District as soon as practicable.

-Brother Zelenenki will contact township to get a clear property line for the Local's new headquarters.

-Brother Bahrle provided an update on the outstanding steward application project he was charged with completing

-Additional items

-Brother Mohan opened discussion on some projects/renovations needed at the new headquarters. A new sign for out front, shed out back, attic access needed to include flooring for storage along with exterminator access.

-Brother Campellone opened discussions on the Local making a donation to a charitable organization. Brother Campellone had documentation from two(2) mail

handlers from South Jersey. Board discussed both submissions at length and authorized the disbursements unanimously.

-Brother Mohan made a motion to donate \$200.00 to a certified Veteran's organization. Motion seconded by Brother Bahrle. Motion passed unanimously.

-Brother Campellone made a motion to donate \$100.00 to National Multiple Sclerosis Society through Heidi Rinear. Motion seconded by Brother Zelenenki. Motion passed unanimously.

-Board discussed the viability of a "general membership meeting". It is no longer a requirement under the Constitution. Board believes the logistics are too much to overcome.

-Brother Rembelinsky asked about the disbursement of the CILO settlement from Southeastern. Brother Gibson provided the latest details on that disbursement

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

Fraternally,



Joseph Zelenenki
Recording Secretary
NPMHU - Local 308