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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 EXECUTIVE BOARD MEETING**  
**September 3, 2013**

The Executive Board meeting was held in Atlantic City, NJ

**Executive Board Members Present:**

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

**-Motion was made to accept the minutes from the 7/16/13 meeting with the following change. Add Brother Quentin Seth to the list of Executive Board members present at the meeting in question.**

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

-National Shop Steward Trainer Sam D'Ambrosio along with Northeast Regional Vice President and Local 300 President Paul Hogrogian provided Article 30/Local Memorandum of Understanding training to Local 308's Executive

Council on April 15th, 2013. Brother's Hogrogian with National Contract Administration Representative Tim Dwyer provided advocacy training to representatives from around the Local.

-Closings and consolidations continue to impact Local 308. Since last reported, both Reading and Williamsport have seen their mail handler complements reduced to zero while Southeastern's mail handler complement has been reduced to fifteen(15) as of September 7, 2013. Pennsylvania State Rep. Mike Rembelinsky along with former Williamsport representative John Sprinkle performed a site visit and observed sufficient mail handler work to justify, in their opinion retreating mail handlers. Brother Sprinkle has filed the necessary grievance as the Local intends to fight for the return of mail handlers to this facility. Brother Rembelinsky along with Brother Chuck DeCarlo did the same at the Reading plant with Brother DeCarlo also filing a grievance to return mail handlers to the Reading facility. Both Lancaster and Scranton still face remaining impacts in February of 2014. Details on these impacts have not been shared with Local 308 to date but as soon as these details are made available they will be shared with the membership along with their respective union representatives.

-Similar Union activity is occurring in South Jersey with New Jersey State Rep. Nick Campellone monitoring activities at the Lakewood facility. Brother Campellone monitored the facility for a one(1) week period and has already filed grievances for other crafts performing bargaining unit work including using PIT equipment. Brother Campellone believes there is sufficient work for mail handlers to be returned to this facility.

-Since the last President's report Brother Gibson has attended two(2) Semi-Annual Meetings of the Local Unions. Details of the meetings were included in the Presidents reports which have been distributed to the membership and are available on the Local's web site. At the August SAMLU an announcement was made that copies of the 2011 National Agreement will be mailed to members and representatives.

-With the introduction of the MHA position under the terms of the 2011 National Agreement, it has become necessary to shift our tracking profiles. The Local has distributed an MHA and Casual Accounting SOP to the various branches to do so. These reports will be shared within the Local and at the regional level to ensure management is not violating the cap provisions. The tracking of the MHA's is critical in attempting to have the MHA's converted to career positions.

-The Local has withdrawn from the (MAP) Modified Arbitration Procedure program. While the program showed promise, the Eastern Area's inability to provide a management representative with the authority to settle case crippled the process.

-South Jersey P & DC is still attempting to implement remedy in regards to the "relief position" grievance award issued by Arbitrator Bello. While progress has been made in terms of the elimination of the relief positions and the posting of new assignments, the parties have been unable to agree on the out of schedule remedy portion. The Union was prepared to put the matter back before Arbitrator Bello but an agreement was made to calculate out of schedule premium for those impacted by the creation of the relief position. Brother Campellone has submitted a list of impacted mail handlers to management and has scheduled a follow up meeting with the Postal Service to ensure implementation.

-Since last report, Brother Gibson has attended branch meetings in Scranton, Lancaster, South Jersey, Harrisburg, Trenton, Delaware, Wilmington, Philadelphia NDC and Philadelphia P & DC. In addition he has toured the work room floor in Phila. P & DC and NDC plants as well as South Jersey, Scranton, Lancaster, Harrisburg, Williamsport, and Wilmington.

-The Local continues to publish and distribute a monthly bulletin on matters of importance. In addition the Local's next newsletter should be out by the end of the month.

-The National Legislative Conference was held on May 8-9, 2013 in Washington D.C. and was attended by Brothers Gibson, Mohan, Campellone and

Rembelinsky. Details of the Legislative Conference were included within the April/May edition of the Presidents report. There are a number of proposed legislative initiatives before Congress and it is extremely important that members of Local 308 make their voices heard.

-With the creation of the MHA(mail handler assistant) there has been a rise in the Local's membership. When combined with the relocation of Local Union Headquarters and the reduced operating costs associated with said move the financial condition of Local 308 is improving. Caution must still be exercised and the ability to manage resources still critical despite the positive steps taken by the Local. Representation is still the primary focus of this organization and its leadership.

-The "bond claim" filed by the Local is still pending as assertions made by former officers of the Local along with additional claim amounts have necessitated further exchanges with the bond company. On May 29th 2013 the Local received an additional inquiry in regards to the amended claim. National Counsel Bruce Lerner was consulted after which the Local responded. In August the bond company again requested additional information which was provided to them the following day but to date no decision has been rendered either on the original or on the amended claim amounts.

-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.

- 2nd quarter 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

- Board reviewed the financial report, items of note.
- Brother Mohan went through the second quarter financial statement for 2013 providing detail on each line item and providing clarification when necessary. He stressed the importance of fellow Board members reviewing the financials.
- Brother Bahrle asked about the utilities; what they entailed and what periods were listed. Brother Mohan explained that it was for electric, waste management and gas and the periods of time covered.
- Brother Seth asked what members relations entailed. Brother Mohan explained that member relations covered employee gifts/expenses like retirement watches, flower/fruit baskets for illnesses, family member bereavement gifts.
- Brother Mohan then went through a list of expenses that the Local has incurred or will incur. He further elaborated that all bills are "current".
- Board reviewed check register report.
- Board reviewed "Code 84" tracking report
- Brother Mohan provided a separate report for direct deposits.
- Board reviewed Brother Gibson's leave usage report for 2013; Board further discussed leave usage, tracking said leave and the potential impact on retirement.
- Vouchers for all Board members were passed around and reviewed by all Board members. Brother Mohan stressed the importance of voucher review by all Board members.
- Brother Mohan spoke about the outstanding monies owed to the state of New Jersey. Brother Gibson has already written a letter asking them to abate the penalty. The balance and interest has already been paid, Local is just awaiting penalty decision.
- Brother Mohan said things are looking up for the Local with the influx of Mail Handler Assistants to the membership.
- Settlement date for new Local headquarters at Neshaminy Rd property in Croydon is scheduled for October 1, 2013.
- Formcraft report was shared with the Executive Board. Board discussed the report though report lacked any specifics details. Brother Mohan wants to

schedule another meeting with Formcraft to discuss the specifics of their plans for Neshaminy Rd property.

-Brother Gibson emphasized that the Local will dictate the pace of the rehabbing of Neshaminy Rd property, even if it includes working through/with construction going on.

-Brother Mohan believes Formcraft's quote/number is based on square footage.

-Brother Bahrle suggested using Lowes or Home Depot to purchase materials as they will provide interest free terms on purchases.

-Brother Mohan stressed that it has already been decided that union labor must be used for the construction and as a part of that the General Contractor is responsible for the delivery of any building materials.

-Board discussed logistics of property move along with potential cost savings.

**-Motion was made by Brother Campellone to accept disbursements up to August 20, 2013. Motion seconded by Brother Zelenenki. Motion passed unanimously.**

**- Motion was made by Brother Seth to authorize Brothers John Gibson and Michael Mohan to sign the mortgage as fiduciary agents of Local 308. Motion seconded by Brother Rembelinsky. Motion passed unanimously.**

-Board reviewed submitted agenda items. They are in the order in which they were received at the Local headquarters.

-Board discussed how to handle proposed amendments that overlap. Brother Gibson believes each potential submission must be addressed individually.

-Board discussed steward badges issue. Brother Gibson tasked Brother Bahrle with finding out the cost of professional badges for those who want them. Brother Bahrle will get samples for Executive Boards review.

**-Brother Mohan offered the following motion. Branch Presidents will do surveys within their respective facilities to see whether shop stewards will wear badges. Motion seconded by Brother Campellone. Motion passed unanimously.**

-Brother Campellone opened discussion on what "member in good standing" means based on the National's determination.



-Board discussed "bounty" on 1187 proposal. Brother Gibson believes the Local should run its membership drive in conjunction with the National's drive.

**-Brother Rembelinsky made a motion to run our membership drive in conjunction with the National's drive. Motion seconded by Brother Mohan. Motion passed unanimously.**

The Board discussed the process of vetting potential shop stewards. It was decided that Vice President Bahrle will provide the Board with his suggestions regarding the shop steward application. In addition, the Board discussed a variety of By-Law proposals that would be presented during the Local's Council Meeting. Brother Bahrle proposed sending additional officers to the SAMLU meetings and following a lengthy discussion it was determined that this decision should be based on the financial condition of the Local at the time of the SAMLU and discussed on a case by case basis and not simply a blanket policy to send officers.

**-Brother Campellone made a motion that prior to the upcoming SAMLU meeting the Executive Board will discuss sending one(1) Executive Board member and one(1) Executive Council member to SAMLU event. Motion seconded by Brother Mohan. Motion passed unanimously.**

-Board discussed the impact of Arbitrator Owens decision in both the Philadelphia NDC CILO case and the Trenton contingency case. With regard to the Phila. NDC case, Brother Gibson has spoken with the National concerning the decision and the potential appealing of this matter to Federal court. The Trenton contingency case was moved into the RI-399 mechanism by Arbitrator Owens. Brother Gibson has already spoken with Brother Broxton who is the RI-399 representative for Trenton at area level. Brother Gibson believes it should be referred back to Article 15. Board agrees that this is not a Council matter but an Executive Board matter. Board will discuss moving these matters to Federal court pending National's handling of Phila. NDC CILO and RI-399 regional committee's handling of the Trenton contingency mode case.

-Board discussed a representative from the Local meeting with the National concerning remaining loan debt. Brother Bahrle believes National overlooked

their responsibilities during Frank Phillips regime to Local 308. Board believes we have an outstanding debt to the National and simply need to pay it.

**-Brother Bahrle made a motion to send a representative to meet with National President John Hegarty and Secretary Treasurer Mark Gardner to explore any and all opportunities based on the National Constitution to relieve Local 308 of any of the tax burden that remains and all liabilities for loans to the National. Motion seconded by Brother Campellone. Motion failed.**

-Board discussed newly trained advocates and the process for assigning cases to advocates.

**-Brother Bahrle made a motion that all newly trained advocates will not advocate a removal case in the first year of becoming an advocate. Hearing no second the motion failed.**

-Board discussed developing guidelines for stewards representing mail handlers during PDI's(pre-disciplinary interviews). Brother Gibson wants to discuss at the Executive Council and get feedback from the Branch Presidents.

-Brother Gibson opened discussion on upcoming publications which includes the "Advocate" for union representatives and the Fall newsletter for the membership; submissions are due by September 15, 2013.

-Brother Gibson opened discussions on a charitable donations budget. Question is, does Executive Board want to develop a budget for charitable donations. Details that need to be worked out are;

- licensed charitable organizations

- should it be advertised?

- amount/how much

- cap; amount not to exceed

**-Brother Gibson made the following motion, the union will contribute up to \$1,000.00 in a calendar year to charitable organizations. This will go into effect January 1, 2014. Motion seconded by Mike Rembelinsky. Motion passed unanimously.**



-Brother Mohan informed the Board that Pen Jerdel, the insurance company that the Local currently uses is stating that the bank issuing the loan is requiring flood insurance in addition to property insurance for the Neshaminy Road property. Initial cost estimate would be \$24,000 per year which could make Neshaminy Property cost prohibitive. Board will wait for additional information on this issue.

-October 10 through October 12 are the dates for the Mail Handler Benefits Plan seminar. Brother Gibson suggested sending Brothers Shonn Turner and Mike Rembelinsky.

**-Brother Gibson made a motion that Board authorize expenditures to send Brothers Turner and Rembelinsky to MHBP seminar. Motion seconded by Brother Zelenenki. Motion passed unanimously.**

**-Brother Seth made a motion to adjourn. Seconded by Brother Zelenenki. Motion passed unanimously.**

Fraternally,



Joseph Zelenenki  
Recording Secretary  
NPMHU - Local 308