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
6/15/11

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

Executive Board Members Present:

John Gibson	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 10:05 with John Gibson asking if everyone had an opportunity to review the minutes from the 3/23/11 meeting. **J. Zelenenki made a motion to accept the minutes from the 3/23/11 meeting which was seconded by Mike Rembelinsky. The motion passed unanimously.**

-John Gibson handed out and read copies of his President's report.

-There was extensive dialogue regarding Article 12 withholding impact and what the recent APWU contract change about "area of impact" means.

-Steve Bahrle said that there is still an ongoing issue in Trenton with clerks on Tour 3 still working the AFSM machine. Tour 2 is using mail handlers on the AFSM.

-Following a discussion with Pennsylvania State Representative Mike Rembelinsky it was decided to appoint a local representative to investigate any "Duo" issues within "Central Pennsylvania District". It was suggested that Brian Carson (Harrisburg Branch President) may be charged with this task.

-New steward's training will be given in August of 2011 with the training to be given by Sam D'Ambrosio. Later in the year Article 12 training will be conducted with Brother Paul Hogrogrian from Local 300 joining Brother D'Ambrosio. Each Branch President or his/her designee will need to be in attendance in addition to members of the Executive Board.

-John Gibson attended the **SAMLU** in Tucson Arizona in April 2011. A report was generated and was provided to all branches of Local 308 to be posted for all members to read. This report was also provided to all the members of the Executive Board.

-John Gibson and Mike Mohan have begun the task of reviewing the financial issues for the Local. Mohan will provide details on the Local's financial standing in the Treasurer's report. John Gibson believes that they now have a solid grasp on the bottom line and the day to day financial operations of this Local.

-Enrollment in the Mail Handlers Benefit Plan is shrinking. We need to gain a better understanding as to what factors are affecting enrollment. The Executive Board spent some time discussing the Health Plan product as well as questioning its target market and potential questions for our National Office.

-The Local has applied for a "non-profit permit" for mailings.

-Copies of the first issue of the Local's newsletter were handed out to the Board. There was then discussion about the mailing cost and ways to possibly offset it.

-Mike Mohan handed out financial report to the Board for the period January 2011 through March 2011. He then went through the report line by line.

-Mike Mohan handed out the financial statement for the timeframe of April 2011 through June 14, 2011. John Gibson spoke briefly about the different types of reports that can be generated by Quickbooks. Mohan then went through each item line by line.

-Mike Mohan brought up issue of outstanding invoices from the National which need to be paid. The invoices are residual from elections that had to be "re-run". Mohan then handed out copies of correspondence from the accountants regarding the delay in the completion of the 990's and 990T's. It appears that there was some confusion with the accountants needing to contact Susanne Green from the National about the information needed to complete the 990's and 990T's.

-John Gibson spoke about the lingering bond claim; it is being held in abeyance pending completion of the investigation by the Department of Labor.

-Mike Mohan stated that the Local is investigating hiring a different accounting firm; information was handed out from two different accounting firms. Quentin Seth asked if we are looking to hire a different firm from the one currently handling the Local's accounting business. Mike Mohan stated that we are simply looking at alternatives to the current accountants. This is a matter of cost control and finding the best service for a reasonable price.

-Mohan handed out copies of Liuna pension funds invoices/ statements for the Boards review.

-Brother Mohan said that there were lingering tax bills for Delaware and New Jersey. Apparently under prior administrations certain forms weren't correctly submitted which may now include penalties being issued.

-John Gibson said that there may be a bond claim filed to recover monies charged as a result of a delay in addressing the payroll tax issues.

-Mike Mohan raised the point as to whether "Payroll Factory" holds any responsibility for any penalties and interest charged as a result of incorrect payroll taxes forms previously submitted. He will investigate.

-Mohan brought up the issue about union dues from clerks/ letter carriers who became mail handlers. Under the reciprocal agreement we have to wait until dues from union the individual is leaving is no longer being taken before we can initiate collecting mail handler dues. Also spoke about identifying mail handlers out on LWOP/Compensation in order to collect dues from them. Treasurer Mohan stated that Code 84 usage is being tracked as a discretionary expense to see if it can be reduced.

-John Gibson said as revenues shrink we may have to look at ways to either cut costs/ generate revenue.

-A motion to accept the financial report was made by Nick Campellone; seconded by Quentin Seth. Motion passed unanimously.

-John Gibson opened discussion on the Mail Handlers Benefit Plan. The union derives significant income from the plan but the plan is steadily losing subscribers. The Local is looking for a representative who has the plan and is able to articulate the benefits of the plan. Ideally it would be someone who can "sell" the plan. Nick Campellone suggested possibly hiring someone outside the post office to do it. John Gibson stated that the Board needs to decide how many and/or if we are going to send anyone to Denver for training for promotion of the Mail Handlers Benefit Plan.

-John Gibson then brought up the summer event. Picnic is scheduled for August 28, 2011 to be held on the grounds of the Arsenal. The Board then engaged in lengthy discussion regarding the event, specifically the events, costs and activities. Steve Bahrle was asked to develop a list of activities for the party. Mike Rembelinsky will check on cost for a "Dee-Jay".

-John Gibson requested a $5000.00 budget for the "summer event."

-A motion was made by Quentin Seth to approve disbursement of $5000.00 for summer event, seconded by Joe Zelenenki. Motion passed unanimously.

-A motion was made by Mike Rembelinsky to lower the price of "union t-shirts to $8.00, seconded by Nick Campellone. Motion passed unanimously.

-John Gibson requested Executive Board authorization for training and the cost associated with it, specifically Article 12 training in addition to new steward's training. Mike Mohan suggested training in Unemployment Compensation if available.

-A motion was made by Nick Campellone to authorize disbursement of funds for training, seconded by Mike Mohan. Motion passed unanimously.

-John Gibson talked about retirement watches and maintaining inventory levels.

-Joe Zelenenki suggested that in lieu of watches that a "$50 gift certificate" be an option. Would save money and give retiree an option. John Gibson stated that it is a constitutional issue but topic could be broached at Executive Council meeting.

-A motion was made by Mike Rembelinsky that when retirement watch stock gets to ten (10), we order an additional 20 to replenish stock, seconded by Quentin Seth. Motion passed unanimously.

-John Gibson brought up idea of embossed bibles for membership bereavement.

-OWCP Specialist Bob Nuss has requested a union cell phone. Board discussed it and determined that we should avoid this expense at this time but will continue to evaluate the need.

-Nick Campellone presented some items for the Board to consider. The items were from South Jersey Branch President William Finley. The Board discussed it and determined that these issues fall within the authority of Executive Council, which would convene later in the year.

-Steve Bahrle spoke about contacting current vendors and asking for donation for the "Summer Event".

-John Gibson brought up the idea of possibly using social network sites like "Facebook" for union activities. The Board discussed the idea at length but no decision was ever reached. At this point certain branches of the Local use it.
-Mike Rembelinsky states that he has been contacted by a doctor who handles injury compensation cases. The Board discussed the matter at length and decided to table it pending legal consultation.
-Steve Bahrle wants to contact the National about some of the outstanding RI-399 issues. Board discussed this at length with the general consensus that as long as mail handlers are performing the work then there is no issue.
Brother Bahrle also initiated discussion regarding the boiler plate language found at the bottom of most grievance resolutions. President Gibson reminded those in attendance that Article 15 and the CIM are clear on such language, however all of our representative should be instructed to review and redact this restriction wherever possible. Brother Mohan also lead discussion on the "without prejudice" language often used in settlements and its effect on the ability to re-file future grievances.
-Mike Mohan provided the Executive Board with both his and John Gibson's vouchers from March through present day for their review.
-A motion was made by Joe Zelenenki to the voucher disbursements, seconded by Mike Rembelinsky. Motion passed unanimously.
-Quentin Seth made a motion to adjourn. Mike Mohan seconded. Motion passed unanimously.

Fraternally,

7/13/11

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308