National Postal Mail Handlers Union
Local 308 – AFL-CIO
A DIVISION OF LABORERS' INTERNATIONAL UNION

117 Neshaminy Rd. Croydon, PA 19021
Tel. 215 788-5308 Fax. 215 788 5323

MINUTES
NATIONAL POSTAL MAIL HANDLERS UNION
LOCAL 308'S EXECUTIVE BOARD MEETING
APRIL 8, 2021

Executive Board Members Present:

John Gibson	President
Mike Rembelinsky	Treasurer
George Gohr	New Jersey State Rep.
Matt Matteis	Pennsylvania State Rep.
Joe Zelenenki	Recording Secretary
Brian Clark	Delaware State Rep.
Chris Lee	Vice President

-meeting called to order at 10:08 a.m.

- Brother Rembelinsky made a motion to accept the minutes from the November 12, 2020 meeting. Motion seconded by Brother Lee. Motion passed unanimously.

-Brother Gibson distributed copies of the President's report which he then read to the Board. Items of note contained in the report:
- Nationally and across the Local mail handlers are still dealing with the effects of the Covid pandemic. With the rollout of vaccinations there is hope that the pandemic will come to an end. On that note, Local 308 has partnered with our Brothers and Sisters of NALC Branch 157 to offer the Johnson + Johnson vaccine to members on the 11th and 18th of April. There is a limited supply and a sign up process is currently underway.

-Thousands of MHA's were converted across the country with 300 conversions occurring within Local 308. The more than 300 conversions will also translate into an equal number of newly created duty assignments for all those eligible to bid including additional bid opportunities for all full time regulars in those facilities.
-PMG Dejoy's 10 year plan looms on the horizon and with its anticipated closures and consolidations impact within the Local and at the national level is expected. The National office has begun virtual informational meetings and will continue to provide support to affected Local Unions. Board will discuss potential impacts within the Local at today's meeting.
-While the employer prepares to impose sweeping changes to the way in which we move the mail and all that entails, it has also undertaken a massive organizational restructuring. The reconfiguration of sixty-seven districts into fifty districts nationally and the introduction of thirteen divisions while dividing the Postal Service into a processing component and a logistics component may ultimately affect the way we enforce the National Agreement. As we closely monitor each of these changes, details will obviously be communicated to all Local representatives.
-In person meetings including Branch meetings and social events are still on hold due to the pandemic. There may be some light at the end of the tunnel with the hope that by year's end we can get back to what feels like normal.
- During the period of this report this office has visited and toured the workroom floor of the Philadelphia P&DC, the Harrisburg P&DC, the Lehigh Valley P&DC, the Trenton P&DC, the Wilmington P&DC, the South Jersey P&DC, and the York Associate Office. We have also attended a Joint Safety and Health Meeting for the Trenton P&DC, a virtual Philadelphia District Meeting and a number of the regular virtual COVID meetings within the Local's jurisdiction. We have also conducted a virtual Council Meeting during the period reviewing important informational topics as well as a legislative briefing from the National Union's Legislative and Political Director, Katie Maddocks.
-Most recent open case report dated March 25, 2021 shows 46 cases pending step 3 or arbitration. This is a 50% decrease since last reported, of note is there are a number of grievances held in abeyance pending a national resolution over the APBS.
-Since our last report the Local's arbitration schedule included twenty-five hearings before panel arbitrators, thirteen of which were canceled. As currently

docketed, an additional fourteen hearing dates are slated through the end of June 2021.
-A two day virtual steward's seminar is slated for twelve new representatives from each of the three districts under the Local's jurisdiction. The dates of said training will be finalized at today's Board meeting. It is also anticipated that the Union will conduct topic specific training to include an Article 12 review in the coming months.
-Numerous representational documents and reports have been disseminated and discussed with our representatives in the field. Regular updates to the Local's website continue, including informing the membership of the latest updates on many COVID related protocols as well as informational bulletins sent to each facility.
-Local's finances remains strong as sufficient resources are readily available to meet any challenges that lie ahead. Brother Rembelinsky will provide further detail at today's meeting. The Union has filed its legally required reports with the DOL; these reports are available on-line and in addition, have conducted an independent audit of its financial statements. These reports will also be shared at today's meeting.
-The Local continues to monitor the status of submitted 1187's as due to the pandemic there have been delays. We thank our Branch leadership teams for their work in meeting with our career path Brothers and Sisters and providing guidance as they enter the postal work force.
-The dues deduction debacle caused by the employer has been corrected due to the good work of Treasurer Rembelinsky. All impacted employees have been made whole.
-Finally, a poll vote was conducted and identified since the last Executive Board meeting regarding business related expenses.
-Leave hours/balances of Local President, Treasurer and Office Manager were discussed.

-Brother Rembelinsky 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 2020 financial report

-A/P aging summary

-Vendor balance detail report

-Deposit detail report

-Check register checking account

-Check register master card account

-Code 84 line detail tracking

-Direct deposit tracking

-Liuna payments

-Savings account balance

-Checking account balance

-CD account #1 balance Franklin Mint Fed Cr. Union

-CD account #2 balance TIAA Bank

-CD account #3 balance TIAA Bank

-CD account #4 balance TIAA Bank

- Brother Rembelinsky reviewed the End of Year financial statement for 2020 providing detail on items included in report.
-Copies of LIUNA payments from were passed around for review.
-Brother Rembelinsky opened the floor for any questions regarding any of the reports that had been previously provided to the Board.
-Vouchers for all Executive Board members were on the desk for review. Brother Rembelinsky echoed former treasurer Mohan when reminding Board members of their responsibility to monitor the finances of the Local.
-Board discussed other avenues for investments as rate of return on certificates of deposit are diminishing. One CD matured as of 4/3/21 and a second CD will mature as of 4/9/21. Brother Rembelinsky will do some research on investment ideas/strategies with the key point being that no monies are potentially lost on investments.

-Brother Rembelinsky then went through a list of expenses that the Local has incurred or will incur. These include;

-Executive Board meeting
-Arbitration costs/fees
-Savings, checking account, CD balances + maturity dates

-Total membership as of Pay Period 6, 2021 was 2203.
-No social events due to Covid pandemic

-Brother Gohr made a motion to accept disbursements for the period covered by the report. Motion seconded by Brother Lee. Motion passed unanimously.

-NPMHU National Convention is slated for August 2022.
-LIUNA Convention will be virtual with details forthcoming.
-Upcoming SAMLU which was supposed to be in Portland has been moved to Las Vegas. Board members who haven't attended a SAMLU meeting yet have been invited to attend.
-Board discussed the PMG's 10 year plan and while there may be some beneficial things in the plan, Scranton has been identified for impact at this time.
-Board discussed the mass MHA conversions and the subsequent creation of jobs/bids. While Central Pa. looks good there have been issues in the Philadelphia area with bid creation.
-EFEL leave issues were discussed at length. Various scenarios that were occurring within installations were brought up for review. OPM has still not released guidelines.
-Board discussed the upcoming training schedule; a 2-day virtual training session for new stewards will be held with other training sessions still on hold.
-Executive Council meeting dates to be determined. Hopefully by the fall of 2021 Covid impact will have lessened and Council will be able to convene in-person.
-Board discussed safety issues within each installation. Specifically, injuries and illness rates, who is getting injured and training for employees to avoid injuries and/or work safely. In addition, who is sitting in at Safety and Health meetings and have they had the proper training to participate.
-Board discussed 1187 processing at length. While the process has been "streamlined" in terms of emailing the completed 1187s directly to Shared Services there were some bumps with the huge influx of MHA's during the fall of 2020. Board reviewed "best methods" for ensuring timely submission and processing of the 1187's.
-Mail Handlers Benefit Plan/enrollment was discussed. With the conversion of so many new employees there was another opportunity to meet with these new career mail handlers and explain the benefits of the MHBP plan.
-Next Executive Board meeting is tentatively scheduled for June 24, 2021 at 10:00 a.m.

ADDITIONAL ITEMS

-Brother Clark told the Board that there will be additional conversions in Delaware. Issues with an MHA conversion taking place in Edgemoore without a bid being created. Board discussed.

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

Fraternally,

5/8/21

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308