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**
**FEBRUARY 28, 2019**

**Executive Board Members Present:**

| | |
|---|---|
| John Gibson | President |
| Mike Mohan | Treasurer |
| Nick Campellone | New Jersey State Rep. |
| Mike Rembelinsky | Pennsylvania State Rep. |
| Joe Zelenenki | Recording Secretary |
| Brian Clark | Delaware State Rep. |

-meeting called to order at 10:20 a.m.

-Brother Lee's absence from today's meeting was anticipated and excused.

**- Brother Zelenenki made a motion to accept the minutes from the December 6, 2018 meeting. Motion seconded by Brother Campellone. 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:

-Local's mantra of "revenue equals representation" is as true today as it has ever been. Managing the Local's resources and focusing on what best benefits the members of this Local remains paramount. Since the last Executive Board meeting the Local has conducted three (3) separate training seminars including an introductory/refresher session along with two (2) grievance construction classes. Brother Campellone lent his expertise to these training sessions.

-Implementation of the updated MOU for the jurisdictional dispute mechanism has been a struggle in many installations. Steps to move the process along and finalize updated inventories are ongoing. While some facilities have completed their inventories, in most cases extensions have been granted as the parties still press on.
-The recent release of the *"Report from the Task Force on the United States Postal System"* presents a host of existential threats to each of the bargaining units within the Postal Service. The report openly threatens our right to bargain and writes "*The Task Force recommends that the Federal Service Labor-Management Relations Act be amended to apply to the USPS and its employees, and remove USPS compensation from collective bargaining."* The report further asserts that *"USPS employees should not be afforded protections and rights not enjoyed by other federal employees."*
-Local will again send representatives to attend the National's Legislative Conference in June where we hope to garner congressional support for the USPS and those we represent.
-With the release of the Task Force Report and its rippling effect, the potential for additional facility consolidations remains real. Within Local 308's jurisdiction, the Scranton P &DC is the only targeted facility. While there are no current indications that the Service will move forward, we remain aware of the possibility.
-The process of retreating mail handlers to the Norristown Tri-County office finally sees mail handler staffing reach the agreed levels. However, the Service has already indicated that 2 imminent vacancies will not be filled. This will obviously be challenged when it occurs.
-The open case report dated February 25th, 2019 reflects 43 grievances pending arbitration which is a slight uptick since our last report. Another 49 cases are pending at step 3 which is significantly lower than our previous number. The Local has conducted six (6) arbitration hearings during the period of this report and is scheduled to meet with the employer for a "pre-arb" session in an effort to resolve cases.
-As discussed during the December 2018 Executive Board meeting the employer has failed to timely adjust both arbitration awards as well as settlements achieved through the grievance process in a number of installations. The status of the Local's legal action in this regard is ongoing and will be discussed at today's Board meeting.

-Meetings conducted and attended during the period of this report include Local Executive Board Meeting (12/6/18), LDRC meetings for both the Trenton P&DC and Norristown office along with a District Meeting in Philadelphia. Brother Gibson also toured the workroom floors of the Phila P&DC, Scranton P&DC and the Lehigh Valley P&DC .

-The Local has organized and attended social events in Lehigh Valley (1/26/19) and Phila. Metro(2/16/19) areas. The next event is scheduled for March 23rd in the Harrisburg area.

-The Local's ability to represent the membership is stronger than ever as the Union's resources remain robust. Membership rates for both MHA's and careers are amongst the highest in the nation as enrolling potential members as they enter the craft has proven extremely successful. Overall rates within the Local approach the mid 90% level and the current membership drive has borne significant results.

-In addition to increasing membership rates for the Local, the revenue stream from the Mail Handler Benefit Plan has also broken new and improved ground with an increase in "apples to apples" membership measures over the same period last year.

-Baratz & Associates are in the process of completing the constitutionally required audit along with the LM-2, 990 and 990T.

-Board will discuss additional asset management plans at today's meeting.

-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 2018 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 balance Franklin Mint Fed Cr. Union
-CD account balance TIAA Bank
-Fed. Tax deposit

-Vouchers for all Board members were on the table for review, Brother Mohan encouraged everyone to review them as it is part of their responsibility to remain vigilant.
-MasterCard account folder was on the table for all Board members to review.
- Brother Mohan reviewed the end of year financial statement for 2018 providing detail on items included in report.
-Brother Mohan opened the floor for any questions regarding any of the reports that had been previously provided to the Board.
**-Brother Campellone made a motion to accept disbursements for period covered by the report. Motion seconded by Brother Rembelinsky. Motion passed unanimously.**
-Brother Mohan then went through a list of expenses that the Local has incurred or will incur. These include;

-Arbitration costs; down significantly for SPLY
-Training costs
- E Board meetings, Council meeting
-Social events costs for 2018. Board discussed Lehigh Valley party costs.
-Upcoming Harrisburg bowling event.
-Upcoming Phillies game 4/15/19
-Costs of audit, 990+990T
-Savings, checking account, CD balances

-Total paid members as of Pay Period #3 2019 was 2048.
-Local has approximately 94.38 % membership rate.
-Leave hours/balances of Local President, Treasurer and Office Manager were discussed.

-Brother Gibson informed Board that there was impact to the Local with the government shutdown in the form of associate dues delay.
-Brother Mohan informed Board that the upcoming parking lot improvements are scheduled for a Saturday in April.
-Brother Gibson proposed investing $50,000.00 in a certificate of deposit. Brother Mohan will investigate the best rate of return for CD's. Once it is found a poll vote will take place for approval of the CD purchase.
-Board discussed the pending move of the NPMHU National HQ to the AFL-CIO building.
-Brother Gibson opened discussion on the Local's membership drive including the mailing that was sent to the non-members. Mailing has garnered some success around the Local. Board agrees that successfully recruiting/signing up newly hired MHA's is critical for sustained membership/revenue streams.
-Board discussed the legal action concerning the Post offices failure to pay back pay remedies.
-Brother Gibson informed Board that the stewards training sessions were highly successful. Session engendered good camaraderie amongst the stewards. Board discussed ways to potentially improve the training sessions.
-The "App" for Local 308 is still under development but is almost ready for a trial run. The "Facebook" page has not moved forward as there are still some concerns that need to be addressed before FB page goes live.
-Local had a number of "contract suggestions" that were sent to the National office. Board discussed some of the suggestions.
-Mail Handler Benefit Plan has seen improvement with "apples to apples" comparison on enrollees for plan.
-Upcoming social events throughout the Local are;

-Harrisburg bowling party (3/23/19)

-Phillies game (4/15/19)

Both the Philadelphia and Lehigh Valley bowling parties were successful but the Philadelphia one had some no shows. Lehigh Valley picnic is already scheduled for September. Philadelphia area picnic will be held at the "Quartet club" date to be determined.

-SAMLU/Council meeting is scheduled for April 28th – May 1st . Local 308 is host Local. Hospitality team will be made up of Council members.

**Additional Items**

-Brother Rembelinsky brought up the "F-1" issues occurring at Lindbergh. Board discussed. He also brought up the "F-4" run at Pascal station.

-Brother Campellone brought up MHA conversion issues. Issue involves the conversion vs transfer argument. Board discussed. Also brought up the issue of a delay in the conversion letters going out with the correct effective date for conversion. Brother Campellone is also having an issue with getting a Labor Management meeting scheduled with the "plant manager carousel" going on in South Jersey. Board also discussed an issue in Pleasantville with "DBCS" mail being left for carriers outside.

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

Fraternally,

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308

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