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
JUNE 20, 2016

Executive Board Members Present:

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

-meeting called to order at 10:33a.m.

-Motion was made by Brother Campellone to accept the minutes from March 30, 2016 Executive Board meeting. Seconded by Brother Zelenenki. 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:

-Defending the contractual rights of mail handlers remains the number one priority of Local 308. Throughout the Local, during this reporting period eighteen(18) arbitration hearings have been heard and grievance activity remains strong. As such, excluding jurisdictional disputes the open case report reflects approximately 135 cases pending arbitration. This number may be reduced as members of the Executive Board will be

meeting with representatives from the Postal Service in an attempt to resolve cases pending arbitration.

-On June 1,2 2016 Local President John Gibson along with VP Steve Bahrle conducted introductory stewards training. Upcoming training on the Basics of Workers Compensation will be scheduled soon as the Local continues to commit resources towards empowering representatives.

-Brother Gibson, since the last reporting period has toured the workroom floor in Scranton, South Jersey, Harrisburg, Lancaster and the Phila. P&DC plants. In addition, along with Brother Mohan he has attended Branch meetings for South Jersey, Trenton, Wilmington, Lancaster, Harrisburg and the Lindbergh Boulevard facilities.

-This office, along with Delaware State Executive Board Member Joe Stancell visited the New Castle Re-Shipper Annex to investigate the availability of mail handler duty assignments and the potential for a jurisdictional challenge. Based on said visit, Local 308 will be pursuing positions as it appears that mail handler work exists in the facility. As details emerge the membership will be informed regarding the status of these disputes. Local has already appealed disputes from the Norristown Tri-County facility to the Regional Dispute Resolution Committee.

-The protection of career duty assignments is a major focus for Local 308 as these positions can lead to the conversion of Mail Handler Assistants. Increasing /maintaining the Mail Handler compliment within Local 308 is of the utmost importance.

-Local needs to communicate to the membership the importance of "standing up" against management as we(Union) need to push back on those who violate the rights of mail handlers

-Consolidation of the Scranton facility into the Lehigh Valley plant is unchanged. This action has been "stayed" until at least 2017 and maybe longer. There has been slight complement growth in Scranton with an MHA conversion along with the reassignment of another employee into the facility.

-Representatives of Local 308 attended the constitutionally required contract meeting in Washington D.C. National President Paul Hogrogian called the meeting to discuss the status of negotiations along with fielding questions on the matter.

-Local 308 conducted a "delegates meeting" for those elected to attend the 2016 NPMHU National Convention. Constitutional amendments proposed were discussed along with logistics for the convention.
-Delegates for the Laborers Convention were determined on June 18, 2016. Final results will be distributed shortly.
-The Local continues to responsibly manage resources while still meeting the day to day representation responsibilities along with meeting the daunting fiscal challenges of holding three elections within one year.
-Local continues to provide resources and information to the field in order to ensure that stewards and representatives have the tools needed to protect members rights along with always striving to improve the level of representation the membership deserves.
Brother Gibson expanded on the issue of mail handlers asserting their rights under Article 12, higher level details etc...Board discussed issues within their respective facilities affecting members. Items of note on this discussion;

-Climate survey conducted in South Jersey. Meeting with Plant Manager has been scheduled on the matter.

-Brother Gibson suggested Branch Presidents review all step 3's leaving their facilities if not already occurring.

-Requests for Information(RFI) template for disciplinary actions was discussed. A draft version will go out for review/feedback.

-Vouchers for all Executive Board Members were available for review.
-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 first quarter2016 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

-Savings account balance

-Checking account balance

-CD account balance

-Tax deposit

- Brother Mohan reviewed the end of first quarter financial statement for 2016 providing detail on items included in report.

-A review of the AP aging summary report shows that everything is current, no outstanding or late bills as of 6/15/16.

-Board reviewed the vendor balance detail report. The report gives a list of all the vendors the Local uses, their bills submitted for payment and the check number, date check submitted, the amount of the check and the balance.

-Board reviewed the deposit detail report includes all deposits made into savings and checking.

-Board reviewed the check register report. This report shows any checks written, including loan payments.

-Board reviewed and discussed the code 84 line detail report which shows all code 84 paid from pay period 07- 2016 through pay period 12- 2016. Report also shows what the code 84 entailed.

-Board reviewed 2016 Direct Deposit report.

-Board reviewed the Liuna payments made for the period of March of 2016 through April of 2016. May's payment has been made, copy will be in next report.

-Savings, checking and certificate of deposit(CD)account balances were provided as of today's date.

-Pgs. 41,42 of report was a copy of the Federal tax payment.

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

-Income tax refund check received and deposited

-Training costs, new shop steward training. Board discussed. Local spent almost $35,000.00 on training in 2015.

-LIUNA payments

-Arbitrators costs; Board discussed costs and how arbitrators are empanelled. Local has paid over $85,700.00 dollars to arbitrate cases in 2015.

-Winter event Phila. So. Jersey, Wilmington and Lancaster area, Lehigh Valley/Scranton summer event costs

-2016 National Convention election costs

-2016 LIUNA Convention election costs

-Approximate costs for upcoming picnic.

-Total dues paying members as of Pay Period 09 is 2137.

-Leave hours used by Local President and Treasurer were discussed.

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

-Brother Campellone made a motion to authorize hotel expenses for 2016 National Convention. Motion seconded by Brother Rembelinsky. Motion passed unanimously.

-Brother Gibson opened discussions on charitable donation submissions. Board discussed the submissions at length.

-Brother Campellone made a motion to donate $100.00 to the National MS Society. Motion seconded by Brother Bahrle. Motion passed unanimously.

-Brother Zelenenki made a motion to donate $100.00 to Bristol Township Police Benevolent Association. Motion seconded by Brother Campellone. Motion passed unanimously.

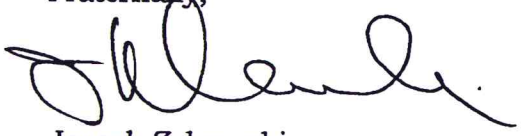
-Brother Rembelinsky made a motion that Local 308 contribute $100.00 to each mail handler scholarship winner from the Lindbergh Social and Rec. Scholarship fund. This year there were four (4) mail handler scholarship winners so the total would be $400.00. Motion was seconded by Brother Zelenenki. Motion passed unanimously.

-Brother Gibson informed Board that the Annual Summer Picnic is scheduled for July 31 at the Quartet club. This event has been held there the previous 2 years. Brother Carson is in the process of finding a location for the Central Pa. summer event. Board also discussed summer events throughout the Local including "break even" events.

-Brother Gibson handed out the "MHA Conversion and Job Protection Grievance Guide. Version handed out is in "draft" form. Brother Gibson is looking for feedback on the guide prior to full distribution. As such Board discussed bid reversion issues at length as residual vacancies translates into MHA conversions.
-Injury Compensation training is the next training slated to take place. Brothers Gibson and Zelenenki will work together to put training together. Dates of training are to be determined.
-Board discussed the logistics of the upcoming 2016 NPMHU National Convention. In addition Board touched on the upcoming LIUNA convention. Final details on LIUNA still pending completion.
-2016 Executive Council meeting tentatively set for October 13-14, 2016.
-Brother Gibson opened discussion on the yearly membership drive which is a By-Law requirement. Board discussed logistics including what length of time determines a "longtime" non member. In order to qualify for additional "bounty" an individual has to be a non-member for at least a year. Membership drive would exclude new hires. Board agreed drive timeframe would be the last quarter of 2016.
-Newsletter submissions need to be in by the end of June in order to make the next edition.
-Additional items;
-Brother Rembelinsky had a question regarding PAC fund gifts as a number of people have asked about them. Brother Gibson will talk to Brother Losi concerning the matter.
-Brother Campellone had a question about E-Reassign regarding positions available versus conversion of MHA's. Board discussed getting MHA's converted immediately to prevent delay based on time lapses associated with the E reassign process. Board looked at MHA Conversion Guide for information concerning the issue.
-Brother Mohan asked about merchandise availability from the National. I.E. jackets for retirees. No new information on getting jackets.

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

Fraternally,



Joseph Zelenenki
Recording Secretary
NPMHU - Local 308