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
MARCH 31, 2026

Executive Board Members Present:

John Gibson	President
Mike Rembelinsky	Treasurer
Gene Jones	New Jersey State Rep.
Shelby Root	Pennsylvania State Rep.
Brian Clark	Delaware State Rep.
Chris Lee	Vice President
Joe Zelenenki	Recording Secretary

-meeting called to order at 10:05 a.m.

- The minutes from the December 18th, 2025 meeting have already been accepted.

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

-Local remains focused on the core mission of defending and enhancing the rights of our members. The practice of closely monitoring grievance activity has

shed light on some really good work from front-line representatives. While what has been revealed is encouraging there is always room for improvement so additional resources and targeted training will be forthcoming for facilities that need it.

-The first 2 months of 2026 has seen a drastic reduction in both grievance activity and settlements. January and February of 2025 witnessed 360 total resolves compared to 280 for 2026. This is a 22% reduction overall but disciplinary settlements shrunk by more than 57% for that period. This may be directly related to a reduction in the number of disciplinary actions taken by the employer. However, the most visceral decrease occurred in the category of remedy when the Local at Step 1 and Step 2 experienced a reduction of more than 84% or $226,729 for the first 2 months of 2026. At least a portion of this decrease in settlements at steps 1 + 2 can be attributed to the failure of the employer to timely meet at step 2 of the process within the Delaware Pennsylvania 2 district. This has forced the Union to appeal all unheard cases to step 3 without the chance to settle at the lowest possible level. The employers failure in this regard has obviously also impacted the increase in docketed cases at the step 3 and pending arbitration level.

-The most recent open case report dated March 26, 2026 reflects a total of 390 grievances pending at Step 3 or arbitration for the Local, reflecting an increase of almost 53% since our last report. Of the 390 awaiting final adjudication, 324 involve contractual matters and 66 disciplinary. For the contractual side, we have experienced a greater than 71 % increase of grievances pending at step 3 or arbitration, on the discipline side, the numbers are almost flat with an increase of just 1.5%.

-The lack of sufficient hearing dates may improve as we have added two arbitrators to the DE PA 2 district panel. Arbitrator Jeffrey Meadows along with Arbitrator Arthur Pearlstein have agreed to sign on for the remainder of the term which will continue for the foreseeable future under the terms of the 2025 National Agreement. The Local continues to press DE PA-2 Labor Relations Manager Fernandez to meet locally in an effort to resolve grievances through pre-arbitration meetings.

-During the period of this report the Local was represented by Local President Gibson at the Meeting of the Committee on the Future during the week of March 9th. Committee discussed a wide variety of issues facing the NPMHU on a number of fronts including the Delivering for America initiative which continues under PMG Steiner. While impacts anticipated under the DFA have not yet impacted this Local they have affected others around the country and thus requires our attention. In addition, they continue to monitor the deployment of new and updated mail processing equipment and the potential

jurisdictional issues related. A complete report of the Committee on the Future can be found @npmhu.org. The most pressing issue continues to be negotiating and agreeing to a new CBA. The parties continue to meet in an effort to come to terms that can be reviewed and ratified by the rank and file however, it appears that the parties are moving towards interest arbitration, more likely when and not if an impasse is declared.

-During the period of this report President Gibson and Treasurer Rembelinsky attended a branch meeting for the Harrisburg P&DC on January 21st as well as Safety and Health Committee meetings in Harrisburg and Trenton in January and March respectively. The Local also attended a work floor climate town hall meeting in the Wilmington P &DC with local and National postal officials along with other Union representatives to address ongoing issues with specific rogue managers. There have been numerous grievances filed regarding violations of the Joint Statement on Violence in the workplace by management, this matter remains unresolved.

- Local 308 hosted a Bowling night in the Lehigh Valley-Scranton area of the Local on March 14th and the Swearing in of the newly elected officers of Local 308 on March 21st.

-On March 26th Local office conducted a Local Union Council meeting via zoom covering a host of representational issues.

-Local Union headquarters continues to assist our stewards and other representatives with contract updates, documents, and reports as they handle the day-to-day issues faced by members. Regular updates to the Local's website along with posted reports continues to inform the membership of the latest developments affecting their postal lives.

-Local HQ filed the required Department of Labor reports which are accessible @DOL.gov/OLMS. This report reflects continuing asset growth year over year while continuing to have the lowest dues rate in the country. Managing the Local's resources is critical to the level of representation provided to the rank and file. Treasurer Mike Rembelinsky shall during today's meeting provide a detailed report on the revenues and expenses of this Local Union.

-The most recent Mail Handlers Benefit Plan's open season activity may have been the strongest to date with approximately a 45% increase in the Local's enrollment.

-Board discussed issues related to the delay in arbitration dates and how the backlog could potentially impact cases.

-Board discussed ongoing issues with rogue managers in Delaware. While grievances have already been filed the matter has been elevated to USPS Area management in an attempt to gain some type of resolution.

-Brother Gibson reviewed Brother Rembelinsky leave usage and balances for the Board.
-Two (2) poll votes were conducted and identified since the last Executive Board meeting regarding Board related activities. Both passed unanimously.

-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.

-4th quarter 2025 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
-TD checking & savings & CD account balance
-CD account #1 balance Everbank
-CD account #2 balance Everbank
-CD account #3 balance Everbank
-Ameriprise statement

-990 report has been filed.
-All bills paid to date.
-Board had discussion on CD investments. Local may have to consider alternatives as CD's are only insured up to $250,000. Board wants to ensure that investments are insured up to the total value invested. Ameriprise investment is continuing its slow ascent after the initial dip.

-A motion was made by Brother Zelenenki to accept the disbursements for the period reflected on the report. Motion was seconded by Brother Lee, motion passed unanimously.

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

-arbitration costs, YTD
-steward training
-Executive Board meetings (multiple)
-Council meeting
-Holiday gift card giveaway
-retirement watches
-t-shirt giveaway to newly hired MHA's
-as of PP# 6 there are 2903 members.
-95 retirements in 2025, 6 thus far in 2026

-Vouchers for all Board members were on the table for Board members review.
-Leave usage for Brother Gibson and Barbara Kane was reviewed.
-1187 reports review at both the facility level and the Local level. BP's need to track down stragglers given to them by Brother Rembelinsky
-Board discussed a date in the future when Ameriprise reps. can come back in to discuss potential investment options before the next Board meeting.
-Brother Gibson opened discussion on the LIUNA delegate's election that is upcoming along with potential dates for meeting, ballot mailing and ballot return date. Judges will determine these dates to comply with election rules.
-Per LIUNA officials eight (8) delegates may attend not counting Local President Gibson who is an automatic delegate. Board discussed whether Local would compensate delegates for time to attend LIUNA convention.
-Board agreed by a unanimous vote to compensate elected delegates up to 40 hours to attend the LIUNA convention in September 2026.
-Board discussed representation issues throughout the Local. Consensus was that stewards at the step 1 level need to get back to using the grievance checklists that are available on the Local's web page. Also discussed was settlement review; Branch Presidents need to review the step 1 settlements being signed to ensure best possible outcome. Board also discussed discipline issues (single track –vs- multi track) and the value of interviews with issuing

supervisors. Board believes that opportunities are potentially being missed when interviews are not conducted.
-Board discussed the Woman's Committee meetings and what they've accomplished thus far. Head Chairperson Robin Butts will provide an update in the near future.
-Social events around the Local.

-3/14/26 a bowling event was held in Lehigh Valley.
-3/21/26 installation of Local officers for new term.
-8/22/26 picnic scheduled for Lehigh Valley area.
-Philly area picnic to be scheduled with date TBD.

-Board discussed member giveaway. Items being considered are a coffee mug and a beach towel. Cost comparison info not available at this time but will be considered before a final decision is made.
-Board spoke briefly on the status of the current investments. Plan is to have Ameriprise in before next Board meeting to discuss potential additional investments.
-This year's open season saw a significant uptick (45%) in the move to the Mail Handlers Benefits Plan.

-Additional Items:
-Brother Jones asked about the status of national negotiations for a new CBA. Board discussed the potential for an impasse being declared which would lead to arbitration.
-Brother Root wants to schedule an event for the Central Pa area. Board discussed potential ideas but no consensus was reached. Item needs further development.
-Board discussed concerns with potential Article 12 withholding in Central Pa area. Issue needs to be followed as developments occur.
-Brother Root raised concerns with "META" glasses and their use within installations. Glasses can secretly record audio and video which can be cause for concern. This led to "AI" discussions and how the USPS could be impacted via AI uses and/or developments. Topic tabled for further discussion.

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

Fraternally,

4/30/26

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308