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
SEPTEMBER 23, 2020

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 10:05 a.m.
- Brother Gohr made a motion to accept the minutes from the June 19, 2019 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:

-This reporting period has been like none other while protecting the rights of the membership and trying to ensure that the USPS adheres to the CBA, all while dealing with a pandemic and the new PMG. All eyes will be on the Postal Service as we approach Election Day, November 3, 2020. The Postal Service along with the National Unions has convened an "Election Mail Task Force" which has also been expanded to the processing and distribution centers throughout the country including those in this Local. Representatives have been identified in 6 of the 8 selected facilities.

-Due to the significant public outcry, the PMG has stayed the equipment reduction initiative announced earlier this year, thus the ultimate effect will not be known for some time. Local will closely monitor this situation to gauge impact.
- New equipment has been deployed within the Phila. NDC and the Lancaster P & DC. The NDC now has a Universal Sorting System (USS) which replaced a Low Cost Universal Sorter (LCUS). In lieu of migrating current LCUS employees to the USS operation, the employer chose to violate the agreement and abolish and repost duty assignments. This is being challenged through the grievance procedure.
-The Lancaster P&DC has seen similar reposting errors with the employer reposting two separate operations as one and changing the name. The APBS and the SPSS has been combined into one operation triggering expedited selection as well as some unnecessary posting. Branch President Root is processing the appropriate challenge.
-Also within the Lancaster facility, the Service has suspended use of Automated Guided Vehicles (AGV's) due to safety concerns. The plan is for the AGV's to come back on line after peak season. The Service contends that impact to the craft will not be "significant", currently the expectation is a reduction in overtime hours for PIT operations.
-The COVID MOU's including the MHA Exception Agreement as well as the Liberal Leave policy have been extended through the end of the year. Additionally, the national parties have agreed to increase the annual leave carryover allowance to 520 hours and the annual leave sell back cap to 80 hours. It should be noted that the terminal leave payment limit for those retiring remains at440 hours.
-The MHA exception language continues to confuse the employer in how its intention is to maximize ODL's while allowing the employer to go beyond the cap. The regional parties at Step 3 in the South Jersey district have agreed to language requiring a minimum maximization of 12 hours for OTDL mail handlers and have remanded Delaware's outstanding cases for resolve.
-During the period of this report this office has visited the Harrisburg, Lancaster, Lehigh Valley and York facilities in the Central Pennsylvania District. Within the South Jersey District we have visited the Trenton, Wilmington, and South Jersey P&DC's. We have also visited the Philadelphia P&DC as well as the Philadelphia NDC in the Philadelphia Metropolitan District. We have also attended virtual stakeholder meetings in the Central Pennsylvania and Philadelphia Metropolitan Districts and participated in a boycott of the scheduled South Jersey District meeting. This is all in addition to the regular COVID meetings this office attends.

-The open case report dated August 20, 2020, shows 91 cases pending step three or arbitration. That report is now more than a month old and Brother Gibson has reached out to our Regional representatives for an updated version. Historically these reports are updated every two weeks and of the 91 previously reported approximately 64 are still live. During the reporting period the Local scheduled 11 hearings before panel arbitrators, 3 of which were canceled.
-As currently scheduled, an additional six hearing dates are slated through the end of November 2020. The 2019 National Agreement panel of arbitrators is close to settled with the exception of the Central PA District, which should be finalized shortly.
-Local training initiatives unfortunately have been stalled due to COVID mitigation efforts. However, we have scheduled two socially distant steward's seminars to occur back to back over a four-day period, October 6 through October 9.
-One bright spot during the pandemic is the positive effect on the Local's financial standing which will be reported on during today's meeting by Brother Rembelinsky. The Local's net resources have grown allowing the Union to meet any financial challenge we may face in the future. Membership numbers still remain among the highest in the country despite delays in the enrollment process due to the pandemic. This is directly related to the fine work of the Branch Presidents and stewards during the MHA hiring/orientation process.
-Finally, two (2) poll votes were conducted and identified since the last Executive Board meeting regarding business related expenses.

-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.

- Second quarter 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 second quarter financial statement for 2020 providing detail on items included in report.
-Copies of LIUNA payments from April-August 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.
-Brother Zelenenki made a motion to accept disbursements for the period covered by the report. Motion seconded by Brother Matteis. Motion passed unanimously.

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

-T-shirt costs (red and reorder for black shirts)
-Masks for the membership costs
-Savings, checking account, CD balances + maturity dates
-Total membership as of Pay Period 18, 2020 was 2037.
-Leave hours/balances of Local President, Treasurer and Office Manager were discussed.
-No social events due to Covid pandemic

-Brother Gibson opened discussion on future investment opportunities. Board discussed potential investment opportunities going forward with the caveat of ensuring that any investment will not lose money. Brother Rembelinsky will research CD rates to determine who/where the Local may secure another certificate of deposit.

-Board discussed the "Mail Handlers Benefit Plan". Consensus is that there will be minimal movement into/out of the plan.
-Brother Gibson opened discussion on the National Convention. Convention dates have been changed to March 28 thru April 2. A delegate meeting will be scheduled some time closer to Convention dates. Any "Constitutional" amendment suggestions are due by January 28.
-SAMLU scheduled for November 2020 will be done "virtually" due to Covid concerns. SAMLU scheduled in 2021 in Portland is slated as the next "live" meeting.
-Board held a general discussion regarding Council procedures for the newest Board members. (Gohr, Matteis)
-Board discussed the issue of pay for arbitration advocates when prepping cases, day of hearing and when preparing and submitting closing briefs. As such the following motion was offered:
-Brother Matteis made a motion that any work done by advocates, up to three (3) days will be paid $300.00 per day. Motion seconded by Brother Lee. Motion passed unanimously. This will be effective October 1, 2020.
-Board discussed the holiday gift certificate values along with the process for how the certificates were and will be distributed considering the Covid implications. I.E. inability to hold Branch meetings/holiday raffles due to potential Covid concerns.
-Board held a general discussion on OWCP issues that are going on throughout the Local. OWCP issues will be a topic of discussion during the Council meetings.
-Board discussed dues increase issue along with issues related to the "retro" monies that are slated to come at the end of October. Board agreed that ideally the retro dues increase will occur at the same time as the dues monies are distributed but are not confident that the Postal Service can accomplish this goal. Any dues overpayment will be refunded as soon as possible. Back pay period is from PP#25 through the end of PP#9.
-Brother Gibson opened discussion on the AFL-CIO release staff for the upcoming election cycle. Topic has been discussed at the National level and they are authorizing 24 hours per week in "battle ground" states for the 4 weeks prior to the election. Plan is to "poll" Council members who would like to volunteer to do phone banking.
-Brother Rembelinsky made a motion to authorize up to three (3) people for up to twenty four (24) hours per week for up to four (4) weeks to be part of the AFL-CIO release staff. Motion seconded by Brother Lee. Motion passed unanimously.

-Board discussed the logistics of both the red "essential" shirts and the Local 308 masks member's giveaways. Need to ensure that all "members" receive their items as soon as practicable.
-New stewards training is slated to take place shortly. All precautions will be taken to ensure safe conditions for all participants.
-All social events have been put on hold due to Covid related concerns.
-Brother Zelenenki made a motion to adjourn. Motion seconded by Brother Matteis. Motion passed unanimously.

Fraternally,

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308