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 6, 2017

Executive Board Members Present:

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

-meeting called to order at 12:35 a.m.

-Motion was made to accept the minutes from June 26, 2017 Executive Board meeting by Brother Campellone. 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:

-With the unprecedented attack on career duty assignments across the Local and across the nation the Union has focused on challenging whenever and wherever possible any reversion/abolishment of mail handler jobs. A number of grievances out of the Trenton P &DC challenging job abolishments was sustained at step 3 with a remedy of re-establishing these abolished positions with the impacted employees returning to those jobs.

-During today's Executive Board meeting upcoming training commitments including FMLA/OWCP review along with an advanced stewards training focused on defending against discipline will be finalized.
-During the period of this report, Local 308 has prepared and presented a half dozen grievances for arbitration across all three(3) districts. Another fifteen(15) are scheduled through November of this year. Current docket, excluding jurisdictional disputes sees approximately 111 cases pending arbitration, a decrease of 5% since last reported. A "pre-arbitration" meeting conducted in early July resulted in more than thirty(30) cased being resolved.
-Since last report, Brother Gibson has represented Local 308 by attending the SAMLU during the 3rd week of August. In addition, along with our Brothers and Sisters from the APWU and the NALC, Brother Gibson along with other members of the Local represented Local 308 during the 2017 Labor Day Parade.
-On August 5th, Local 308 held a picnic for the Phila./Del./South Jersey area. We were honored to have National President Paul Hogrogian and his wife in attendance for the event. The Lehigh -Valley Scranton picnic is scheduled for Saturday September 9th, 2017.
-The status of the Scranton consolidation into the Lehigh Valley plant continues to be on hold until 2018. Local is continuing to pursue the grievance on the absence of mail handlers in the Reading facility and in addition have reached out to Central Pa. District management to schedule site visits in the Williamsport office with the goal of returning mail handlers there as well.
-Local is still faced with the challenges associated with USPS managements plan to reduce career assignments based on their reliance on the flawed Function 1 scheduler and inaccurate scanning data. Grievances have been filed across the Local with some success occurring in Trenton with positions returned.
-One bright note in this battle was the employer's decision to cancel the scheduled impact at the South Jersey P&DC. The Service had previously identified twenty five(25) career mail handlers and twenty(20) MHA's as excess to the needs of the installation. Following the Regional meeting with USPS management to discuss the details of this planned reduction, the Service apparently thought better of its plan.
-Discussions concerning the global jurisdictional settlement are not off the table but the going is slow. Local 308 continues to push for our day in court over outstanding

disputes, including two(2) out of the Phila. L&DC (Swedesboro) as well as issues coming out of our Camden facility.
-Our National office continues to push for sensible postal reform on Capitol Hill. As recently reported by National President Hogrogian during the recent SAMLU, the state of the USPS is dire and legislative action is critical to our long term survival.
-With the retirement of Brother Steve Bahrle and in accordance with Article IV, Section 4 of the Uniform Local Union Constitution and the Local Union's By Laws, the position of Trenton Branch President was filled by a unanimous vote of Local 308's Executive Board. Brother Daryl Devita assumed the position of Branch President of the Trenton P&DC effective July 1, 2017.
-Managing Local 308's revenue streams is a vital component to providing representation to our members. The resources to provide training to stewards and representatives who deal with the day to day issues mail handlers face comes from two(2) main sources. The first comes from dues from regular and associate members. The second comes from the sale of the Mail Handler Benefit Plan. Neither is guaranteed and both require attention. The Board will discuss a membership drive at today's meeting to attempt to capture non members. In addition, Board will discuss the Federal Employees Health Benefit open season and expanding our marketing footprint regarding federal sector hiring outside of open season.
-Brother Mohan asked a question about reimbursement for site visits when promoting MHBP. Brother Gibson suggested contacting Mike Hora at National office and getting visits preapproved. Board discussed the reimbursement process.

-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 2nd quarter 2017 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 report
-Direct deposit tracking
-Liuna payments
-Federal tax deposits
-Savings account balance
-Checking account balance
-CD account balance

- Brother Mohan reviewed the end of second quarter financial statement for 2017 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 August 29, 2017.
-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 which includes all deposits made into savings and checking.
-Board reviewed the check register report. This report shows all checks written.
-Board reviewed credit card/Master Card statements. Account file for card was on table for review.
-Board reviewed and discussed the code 84 line detail report which shows all code 84 paid from pay period #13- 2017 through pay period # 17- 2017. Report also shows what the code 84 entailed.
-Board reviewed 2017 Direct Deposit report. Entries in red indicative of changes.
-Board reviewed the Liuna payments made for the period of June of 2017 through July of 2017.
-Savings, checking account and Certificate of Deposit balances were provided as of today's date, 9/6/17.
-Brother Clark made a motion to approve disbursements for period covered by the report. Motion seconded by Brother Zelenenki. Motion passed unanimously.
-Vouchers for all Board members were passed around for review.
-Brother Mohan then went through a list of expenses that the Local has incurred or will incur. These include;

-Tax payments

-Training costs I.E new contract

-Arbitrators costs for 2016 and current up to date arbitrator costs thus far this year.

-Social events costs

-Upcoming Executive Council meeting

-SAMLU costs

-costs of newsletter; printing and postage

-Costs of completion of 990/990T

-Total membership as of Pay Period #11 was 2135.

-Local has approximately 93.20% membership rate.

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

-Brother Gibson opened discussion on "principle duty assignment" as a means to secure additional positions in installations where as mail handlers who's bids were abolished are consistently working the same assignments day in and day out. Even if duration is for a short period of time.

-Board discussed the upcoming Executive Council scheduled for 9/21-9/22. Brother Gibson went over what occurs at Council meetings for new Board members.

-Board discussed recognizing Brother Bahrle's contributions to Local 308 at Council meeting.

-Board discussed and finalized dates for upcoming training sessions. These sessions will include training on;

FMLA/OWCP review-10/12/17

Defending against Discipline- 11/16/17

Advocacy Training-12/1/17

-Board discussed holding a membership drive. Brother Gibson suggested holding it between 10/1/17 through 12/31/17. Board defined "long term" non-member as someone who has been a non-member for at least a year.

-Board discussed the Mail Handlers Benefit Plan. Brother Gibson believes there are Federal sector opportunities to promote the plan to "new hires" outside of open season. He then tasked Brother Rembelinsky with reaching out to HR people in Federal

installations to alert us when new hires come in so we can meet with them to promote MHBP.
-Board discussed the Williamsport site visit. Target time frame is the 2nd half of October. Brother Gibson will draw up a schedule for teams to observe in shifts.
-Brother Gibson stressed the importance of newsletter submissions. It is an effective tool to communicate with the membership and both Board members/Branch Presidents need to communicate as much as possible with the membership.
-Board discussed upcoming "Winter Event" Brother Lee suggested a "dinner dance". Brother Clark asked about possibly holding a Delaware event. Brother Gibson outlined to new Board members how the Local tries to spread out events to give access to as many members as possible. Board discussed potential dates to hold Winter event.
-Board locked in the date for the next Executive Board meeting. December 21, 2017 at 10:00 a.m. was agreed upon.

-Additional items
-Brother Gibson asked Brother Campellone about South Jersey Function 4 Clerk -vs- Mail Handler issue. Brother Campellone had submitted an RFI and was told that they are going to "redo" the Function 4 studies in Camden and Pleasantville. USPS is making an issue of what clerks do versus what mail handlers do within these installations. Brother Campellone will be contacting the mail handlers who work within these installations so we have a list of their duties to potentially counter what management produces. Inventories are available for these facilities with the exception of Toms River. Brother Gibson emphasized that the inventories should be controlling within the installations for who does what work.
-Retirement seminar is scheduled with Federal Prep in South Jersey on September 25th, 2017. Seminar is open to all Mail Handler/ APWU members. Need to lock in hall to hold seminar.
-Board discussed the change in the language in the CIM regarding 204B bidding. Brother Gibson emphasized how Local 308 will be enforcing said language.
-Board reviewed the "Policy Statement" regarding Union purchased equipment. A policy statement was drafted by Brother Zelenenki which Board agreed will be put in place. A signature page will be attached for all Board members to sign and it will be

the policy going forward on any "Union purchased" equipment. An electronic and hardcopy version will be produced as a means of record keeping. Brother Zelenenki will provide a copy of the policy statement to Brother Gibson.
-Brother Zelenenki was only able to provide limited information on the APWU OWCP program. Inquiries provided very limited feedback. Program will be tabled until further info/feedback can be garnered on the viability of such a program for the Local.

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

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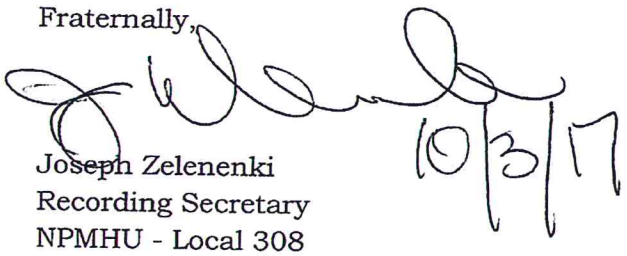

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