National Postal Mail Handlers Union
Local 308 – AFL-CIO
A DIVISION OF LABORERS' INTERNATIONAL UNION

117 Neshaminy Rd. Croydon, PA 19021
Tel. 215 788-5308 Fax. 215 788 5323

MINUTES
NATIONAL POSTAL MAIL HANDLERS UNION
LOCAL 308'S EXECUTIVE BOARD MEETING
DECEMBER 18th, 2025

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 10:45 a.m. Brother Clark attended via Zoom

- **A motion was made to accept the minutes from the September 19th, 2025 meeting by Brother Jones. Motion was seconded by Brother Lee.**

-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 we continue to strive to improve areas where we may not be as strong.
-For the period since last reported, beginning September 2025 through November of this year, the Local has settled 727 grievances with 115 disciplinary actions and 612 contractual matters. This has resulted in a total remedy for that three-month period in excess of $211,000. In addition, with one month to go in 2025 we have already surpassed total settlements for 2024 by 441, increasing total contractual settlements by 646. In terms of remedy year over year with December still to be counted, mail handlers have received more than $913,000 in 2025 compared to just under $563,000 in 2024, an increase of $350,000. Again, this is all due to the excellent work by the frontline stewards across the three districts of Local 308.
-The most recent open case report dated December 10th, 2025 reflects a total of 254 grievances pending at Step 3 or arbitration for the Local, reflecting an increase of almost 30% since our last report. Of the 254 awaiting final adjudication, 189 involve contractual matters and 65 disciplinary. The lack of sufficient hearing dates continues with no resolution in sight. The Local has pressed Labor Relations, specifically within the DE PA-2 District to meet locally in an effort to resolve grievances through pre-arbitration meetings.
-Local 308 Women's Committee has met twice since the Executive Board last met and continues to make progress. The Local's website now offers a page dedicated to the work of our Sisters on the Committee including a suggestion page for those issues adversely affecting women in the workplace. We encourage all members to visit this page and keep up on the activities of the Committee. Current members include Sisters Robin Butts Branch President of the Wilmington P&DC and the Committee Chairwomen, Barrie Bowens Branch President of the Philadelphia P&DC, Kris Keehn Branch President of the Trenton P&DC, Alofa Brooks Union Representative from the Lancaster P&DC, Sister Thema Dwyer-Barnett Union Representative from the Lehigh Valley P&DC, Sister Katie Palmer from the Harrisburg P&DC, Brittany Bagby Union representative from the Philadelphia NDC and Sister Rema Anderson Union representative from the South Jersey P&DC. We thank each of these Union leaders for stepping up for such an important task.
-During the period of this report the Local was represented by Local President Gibson at the Meeting of the National Executive Board during the week of November 17th. National leadership discussed in great detail a wide-ranging array of topics affecting the rank and file of this great Union. Those minutes

have been distributed to each Branch President and the other members of the Local Union Council. The most pressing issue from a national perspective is obviously the negotiation of a successor contract to our now expired collective bargaining agreement. The parties continue to meet in an effort to come to terms that can then be reviewed and ratified or rejected by the Union's rank and file. The National office continues to post updates on their progress in this regard and those updates can also be accessed @ npmhu308.org.

-As far as the former PMG's 10- year plan is concerned, no changes or deviations from the Dejoy vision have been announced. The restructuring initiative of the entire Postal network, while currently slow to roll out locally, has begun in other parts of the country. Regular briefings continue to occur with NPMHU National leadership. As soon as we know of any details regarding the proposed Regional Processing and Distribution Centers or other significant changes within Local 308's processing network, the membership will also be made aware.

-During the period of this report President Gibson and Treasurer Rembelinsky attended branch meetings for the Scranton P&DC on November8th, the Delaware P&DC on November 24th,the Lancaster P&DC on November 25th,the South Jersey P&DC on December1st,the Lehigh Valley P&DC on December 2nd, the Philadelphia NDC on December 3rd, the Trenton P&DC on December 9th, and the Philadelphia P&DC on December 12th.

-The Local Union also attended the Mail Handler Benefit Plan's Open Season Seminar in Phoenix, Arizona in mid-October in preparation of Open Season for both Federal and Postal employees and annuitants. We anticipate another year of growth for the plan.

-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.

-Managing the Local's resources is critical to the level of representation we provide the rank and file. We have exercised a generally conservative approach to expenses while maintaining an aggressive stance to representation and plan to continue that trend. The aggressive defense of mail handlers under the jurisdiction of this Local has been rewarded by high membership enrollment rates which continues to allow this Union to maintain the lowest dues rates in the entire National Postal Mail Handlers Union. Local Treasurer Rembelinsky shall, during the Executive Board Meeting of December18th, 2025, provide a detailed report of the revenue and the expenses of this Local Union.

-Finally, as previously discussed the election cycle for the next term of office for elected representatives of Local 308 has begun. Newly elected and re-elected officers will take the oath of office on Saturday March 21st, 2026. Notice of the Nominations meeting has been mailed to every member and posted in each office as well as on the Local's web page. The Judges of Election did convene an organizational meeting on November 21st in preparation for this election cycle.

-One (1) poll vote was conducted and identified since the last Executive Board meeting regarding Board related activities.

-Brother Gibson reviewed Brother Rembelinsky leave usage and balances for the Board.

-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.

-3rd 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

-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
-as of PP# 25 there are 2902 members.
-Executive Board meetings (multiple)
-Council meeting
-Holiday gift card giveaway

-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. Going forward all 1187's will be sent to Union HQ for forwarding to Shared Services. This should make tracking easier.
-Brother Gibson opened discussion on the Local Officers elections that are upcoming. With the recent changes in the National By-Laws the time that ballots are out has been shortened from 45 to 30 days. Judges have been selected (McKnight, Hamilton and Judge). Officer Manager Barbara Kane and Brother Rembelinsky will coordinate with the judges for election dates and meetings. Dates are as follows;

-January 3, 2026 is the nomination meeting at Union HQ.
-January 26, 2026 ballots will be mailed out.
-February 28, 2026 ballot count at Union HQ.
-March 21, 2026 swearing in ceremony.

-2026 will see the Laborers convention being held in Las Vegas. Local 308 officer elections will not overlap or conflict with LIUNA election cycle. LIUNA controls the election processes in the selection of elected delegates for the 2026 convention. Dates to be determined but it's traditionally been held in September. As details emerge the membership will be notified.
-Board discussed grievance activity throughout the Local. Brother Gibson wants to schedule training sessions for all reps. Of note is the lack of usage of the checklists specifically designed for all types of violations. (Art.12, Art. 16, Art 25) etc. Checklists outline what the grievance should contain such as TACS reports or seniority lists or SDO interviews. Checklists can be an invaluable

tool if used as even experienced stewards can develop lax habits with certain issues that are taken for granted.
-Board discussed the Woman's Committee meetings and what they've accomplished thus far. A meeting is scheduled for January 22, 2026 with Brother Gibson inviting Sister June Harris who is the chair person for the national woman's committee.
-Board discussed potential activity that will occur in the future. I.E. Egg Harbor opening, Reading opening. Discussion on performing much needed observations in these buildings took place. Consensus is that Board members are needed to conduct observation studies on certain facilities to bolster arguments for the need for mail handler positions. In the event that there are insufficient volunteers Brother Gibson will consider all available options.
-Social events that have occurred and are occurring throughout the Local are;

-Phillies game makeup date; original was rained out and the makeup occurred the following afternoon. For those who couldn't make that afternoon game the Local was able to persuade the Phillies to give us another date which was in September against the Marlins.
-Lehigh Valley bowling party scheduled for March 14.
-Swearing in Ceremony scheduled for March 21.

-Board members brainstormed potential member giveaway item (coffee cup, beach towel, beanies/hat). Any giveaway will not take place until after the election cycle has closed.
-Ameriprise wants to meet with the Board to discuss potential investment opportunities. With elections being held and the potential for new officers on boarding this will have to be tabled until after the swearing in ceremony.
-1187 processing has already been discussed but Board touched on it again briefly. Local 308's membership numbers are outstanding.

-Additional Items:
-Brother Clark spoke briefly on an item already discussed regarding how management is issuing discipline. Board discussed as issues such as this may be handled differently in each facility so it's productive to have various BP's provide feedback.
-Brother Root suggests a training sessions in his facility (Lancaster). This led to a discussion on the pros-vs.-cons of conducting a big meeting with everyone there (all of the Local's reps) as opposed to small meetings where the topics can be personalized for each facilities specific concerns/issues.

-Brother Rembelinsky made a motion to adjourn, motion seconded by Brother Clark. Motion passed unanimously.

Fraternally,

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308