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 19, 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 10:17 a.m.

- Brother Lee made a motion to accept the minutes from the December 18, 2019 meeting. Motion seconded by Brother Clark. Motion passed unanimously.

-Board congratulated Brother Clark on winning the "rerun" elections for both Delaware State Rep. and Delaware P &DC Branch President.

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

- The overwhelming focus of our representational activities since the Board last convened has revolved around Covid-19 and its impact within the Local. Until very recently this Union has attended daily COVID briefings for each of the three districts under its jurisdiction. Currently, the Philadelphia District continues to conduct daily briefings, excluding the weekends, while the South Jersey District convenes three per week with the Central PA District now down to twice per week. The reduction in briefings is due to the decline in cases

Covid related. While this is a positive sign there are still issues with lower level managers ignoring both CDC and USPS guidelines regarding mitigation and contact tracing issues that we have observed. There is hope that the "second wave" will not materialize but most experts anticipate that it is forthcoming and that it will exceed the first wave in terms of infection and mortality rates. It is for this reason that we hold the employer accountable under Article 14 of the CBA to protect our members who report to work on a daily basis despite the personal risk.

-Based on the impact due to Covid, our National partners have allowed additional manpower (MHA's) in excess of the 24.5% cap, unfortunately this has led to abuses by the Service under Article 8 of the CBA. The exception to the cap included a prerequisite that the rate of absenteeism justify said exception but this concept seems to be beyond the grasp of the employer in many cases. This has resulted in significant grievance activity. This is in addition to people on the ODL being denied the ability to work their second drop day in violation of Article 8. It is the understanding of the National parties that the employment of exception MHA's "will not be used to the detriment of Mail Handlers on the Overtime Desired List" requires the overtime desired list be fully utilized, meaning maximized.

-Although no direct reports have been received from the field there is concern that the "special leave" afforded both mail handlers and MHA's has resulted in a rash of timekeeping errors. Notice should also be paid to the use of COVID related absences in disciplinary actions.

-The latest open case report dated June 3, 2020 lists 93 cases pending at step 3 or arbitration which is the same number at the time of our last report During the reporting period the Local had scheduled seventeen hearings before panel arbitrators, fifteen of which were canceled, almost exclusively due to the pandemic. As currently scheduled, an additional six hearing dates are slated through the end of August 2020.

-The cross craft grievance originating within the Reading office previously reported as being released from the RI-399 process and scheduled for Regular Regional arbitration on May 5th before Arbitrator James Reehl, has been returned to the NDRC for application of the RI-399 Update MOU. We continue to monitor this situation closely.

-Local training initiatives have been stalled due to COVID mitigation efforts but we are hopeful that face to face training will be available in the near term. However, if this is not possible the Local will coordinate a virtual training session utilizing the Zoom application.

- During the period of this report, meetings attended by this office included as previously mentioned, numerous COVID focused briefings in each of the three districts as well as a virtual standard briefing for the Philadelphia-Metropolitan District on June 12, 2020. As the Local had been notified of the so-called Phase 6 Reduction Plan and its potential impact to the Philadelphia District, the Union questioned the District Manager on this contingency. Manager Judy Herrick had no details to share on this evolving situation. The plan intends to move "underutilized" equipment from a number of facilities throughout the Local. Thus far, no impact to the craft has been identified. This matter will be closely monitored.

-Local was provided notice that based on impact to the maintenance craft within the Central Pa. District that there will be withholding of mail handler positions. We have objected to this action and have requested NPMHU Regional Director, Brother Eugene Horton intervene in an effort to release the Mail Handler Craft from this withholding.

-Local hopes to begin scheduling "Branch Meetings" again but much will depend on State regulations concerning public gatherings. In the interim the Local continues to keep the membership updated through postings and publications as well as through the Local's web site.

- During the reporting period, the Local finalized its constitutional responsibility by conducting a rerun election for Local Union Office. Ballots for the rerun of the Wilmington P&DC Branch President as well as the Delaware State Executive Board Member elections were counted and certified on June 13th. We congratulate both candidates for engaging in the process, with special congratulations to Brother Brian Clark who was elected to both positions.

-The election of candidates as Delegates to the 2020 National Convention was finalized Saturday April 18th, 2020 with the membership electing twelve(12) delegates in addition to Brother Gibson to represent Local 308 at this important gathering.

-As a matter of course and as provided under the Families First Coronavirus Response Act, the Local Union has implemented the statutorily required additional leave and expanded Family Medical Leave provisions for Office Manager Barbara Kane. This leave usage which expires December 31, 2020 is monitored, as is all of Ms. Kane's leave usage, by Treasurer Rembelinsky.

-The financial standing of the Local remains robust. As such, the Local retains adequate resources for any representational challenge we might face in the coming weeks and/or months. Treasurer Rembelinsky at today's meeting will provide a detailed report of revenue and expenses of this Local Union, this report includes membership enrollment numbers consistently among the highest in the country.

-Finally three (3) 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.

- First 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 first quarter financial statement for 2020 providing detail on items included in report.
-Copies of LIUNA information concerning retirement benefits were provided for Brothers Matteis and Gohr
-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 Rembelinsky then went through a list of expenses that the Local has incurred or will incur. These include;

-T-shirt costs (new and reorder for black shirts)
-March's Executive Board meeting
-Delaware "rerun" election costs
-Savings, checking account, CD balances + maturity dates
-Total membership as of Pay Period 11, 2020 was 1957.
-Leave hours/balances of Local President, Treasurer and Office Manager were discussed.

-Brother Lee made a motion to accept disbursements for the period covered by the report. Motion seconded by Brother Gohr. Motion passed unanimously.
-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. Travel plans were discussed.
-Nominations for National Officers will occur in July.
-Board discussed the process for Constitutional amendment proposals to be used at the Convention.
-Board reviewed the language in the Mohan retirement agreement attached to the Presidents report. Each Board member signed to accept the agreement.
-New "Essential" t-shirts will be disbursed to all members throughout the Local as a way to give back something to the membership.
-Brother Gibson opened discussion on possibly scheduling Branch meetings in both the 3rd + 4th quarter. Each facility will have to take a wait and see approach based on Covid conditions.

-New steward training is forthcoming. In addition, Brother Gibson would like to schedule OWCP training. Both dates are to be determined with the very real possibility that the training may be conducted via Zoom meetings.
-Board discussed the pros and cons of "opening" Local negotiations. MHA leave policies can be part of those discussions but Local does not need to be opened to discuss said leave policies.
-Board discussed the November SAMLU being held in Reno Nevada. Board recognizes the value of representatives being exposed to the SAMLU process.
-Brother Zelenenki made a motion to authorize expenses related to sending four(4) additional representatives to the next available SAMLU to represent Local 308 to provide exposure to the process. Motion seconded by Brother Clark. Of note is Brothers Gohr and Matteis recused themselves from voting on this motion as possible attendees to the SAMLU. Motion passed unanimously.
-Brother Gibson opened discussion on the "dues increase". Part of the discussion also involved the "retroactive" pay and if/when the retro monies will be disbursed.
-Member events; The Phillies game scheduled for May 27th was cancelled due to Covid concerns. Board discussed whether the Phila. area "picnic" is still viable, Board thinks it may be doable since its outdoors so would like to schedule event for some time in August.
-There was some brief discussion on Brother Tuckers appeal out of Delaware as there are still appeal rights available despite the "rerun" election.

Additional Items

-Brother Rembelinsky asked if "Health Fairs" will continue. Board believes there will be impact to these events.
-Brother Clark opened discussion on overtime issues related to the allowance of the Postal Service to go over the cap on MHA's during the Covid impact period. Board discussed how it's going in each installation. There was significant discussion on a variety of overtime related issues within each facility.
-Board discussed new PMG and potential impact going forward.
-Next Executive Board meeting tentatively scheduled for September 23, 2020. Executive Council scheduled for September 24+ 25, 2020. All dates are subject to change based on Covid implications.
-Brother Gohr raised the issue of a group leader and their access to a level 5 driving assignment. Board discussed.

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

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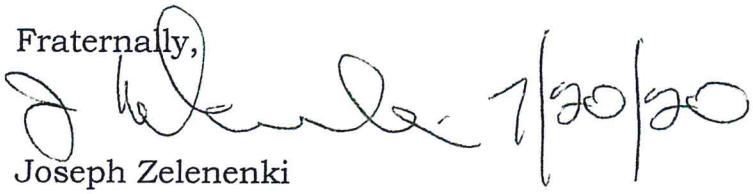

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308