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 20, 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 10:04 a.m.

-Brother Gibson welcomed both Brothers Matteis and Gohr to Local 308's Executive Board.

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

-Defending the rights of the membership has become more complicated with the arrival of the Covid-19 virus. As information on this ever-evolving situation is produced by Headquarters it is forwarded to the field through web postings

and E mail. NPMHU and the USPS have agreed on two (2) new temporary MOU's related to the Covid-19 outbreak. The first provides for eighty (80) hours of additional leave to be used by MHA's during the sixty (60) days for absences related to corona virus. The second provides for the use of dependent care sick leave for those eligible mail handlers for childcare as a result of school closures and the like. This information was distributed to the field and posted on the web as soon as it was available. Compliance with these MOU's will likely require enforcement by our Union representatives over the coming weeks and months.

-The latest open case report now lists 93 cases pending at step 3 or arbitration. This is a 41% increase since the last report but still below historical averages. During the reporting period the Local advocated eight (8) cases in 2 of the 3 districts under its jurisdiction. Nine (9) hearing dates are currently scheduled through May 2020.

-The Local continues to finalize the majority of inventories under its jurisdiction per the RI-399 Updated MOU. Some outstanding problem areas still exist as we continue to attempt to conclude the process. A cross crafts grievance originating within the Reading office has been recently released from the RI-399 process and has been scheduled for arbitration.

-Local conducted introductory stewards training for two days beginning February 12th. With a new CBA on the horizon the Local will make plans for a steward's workshop to cover both the modified language of the new contract as well as training for those officers who open local negotiations. These future sessions could be impacted by Covid.

- Meetings attended during the period of this report include a conference with the NLRB regarding a charge against the employer, RI-399 Jurisdictional Meetings with the Local Dispute Resolution Committees in Harrisburg, Philadelphia P &DC as well as the Lancaster P &DC regarding a variety of issues. Also attended was a Philadelphia District meeting convened on February 14th.

-The Local continues to keep the membership updated via bulletin board postings and communications along with a regularly updated and vibrant home page. ***http://www.npmhu308.org/***

-Local has conducted and finalized an election for Local Union offices which was concluded with the installation of these Officers at the Swearing in Ceremony held March 14th. National President Hogrogian performed the honors. There is every reason to believe that the transition from the former Local Union leadership to the currently constituted version will be seamless.

-A nomination meeting for Delegates to the National Convention produced 16 qualified members who will be running for the 12 available positions. Ballots were mailed to eligible voters on March 18th and will be counted on Saturday April 18th, 2020.

-Local has completed its statutory filings including LM-2, Form 990 and 990 T as well as the constitutionally required assessment of its ability to continue as a going concern.

-The ability of the Local to meet its responsibility to the membership remains sound as the Executive Board continues to manage expected disbursements while preparing for unexpected challenges. Membership dues revenue stream remains consistent as enrollment rates remain among the highest in the country. The revenue stream generated by the Mail Handler Benefit Plan, despite extraordinary marketing efforts has lessened with a drop of 197 enrollees. The MHBP is obviously a concern and must be factored in when considering the Local's future expenditures.

-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.

- End of year 2019 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 Franklin Mint Fed Cr. Union
-CD account #3 balance TIAA Bank
-CD account #4 balance TIAA Bank

- Brother Rembelinsky reviewed the end of year financial statement for 2019 providing detail on items included in report.
-Copies of the LIUNA payments made were passed around for Board to review.
-Brother Rembelinsky opened the floor for any questions regarding any of the reports that had been previously provided to the Board.
-Board had discussions on LIUNA retirement eligibility.
-Brother Gibson spoke about "professional fees" and how it is down this year because the Local had "caught up" on the case load. Professional fees are related to arbitration costs.
-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 Lee. Motion passed unanimously.

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

-Swearing in ceremony costs

-Local election costs

-National convention election costs; still ongoing

- LM-2 report

-end of year taxes, 990 and 990T.

-"Blue books"(auditors report)

-Savings, checking account, CD balances + maturity dates

-Total membership as of Pay Period 4, 2020 was 1988.

-Leave hours/balances of Local President, Treasurer and Office Manager were discussed.

-Board discussed doing another "post card" mailing to non-members. Prior mailing produced decent results with some long term "scabs" signing up.

-Brother Gibson reviewed what the Board and Council had agreed to regarding the National Convention delegates. A delegate meeting will be scheduled some time after the counting of the ballots.

-Board discussed/reviewed the Mohan annuity issue.

-Board discussed giving back something to the membership. T-shirts were distributed in prior years. Board will brainstorm to develop ideas for the giveback.

-With the anticipated ratification of a new CBA, Board discussed the process of "opening up" Local agreements. Training on this will need to be done but with the current "Corona" virus constraints, scheduling the training is problematic.

-OWCP/Injury compensation training is upcoming. Goal of the training is to provide stewards with a "working" knowledge on how to handle compensation issues.

-Board discussed some of the upcoming changes with the CBA and their potential impacts within facilities under Local 308's jurisdiction.
-Board discussed the issue of retroactive pay based on the CBA ratification along with the dues increase that will occur. Local 308's dues are currently among the lowest in the country.
-Member events; The Phillies game scheduled for May 27th will likely be rescheduled due to Covid concerns.

Additional Items

-Brother Rembelinsky opened discussion on a comparison between contracts of the MHU and the APWU. Also, spoke about the increase for mail handlers for night differential.
-Brother Gohr raised the question about former clerks who moved into the mail handler craft who retain their level 6 pay grade. Consensus after discussion is that if/when it has a negative impact, I.E. making less, it must be challenged.
-Brother Clark opened discussion on RI-399 payments/challenges, asked where the National is with answering the challenges.
-Board held lengthy discussion on Corona application and impact within installations under Local 308's jurisdiction.

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

Fraternally,

4/18/20

Joseph Zelenenki
Recording Secretary
NPMHU - Local 308