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 19th, 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 10:01 a.m.
- The minutes from the June 23rd, 2025 meeting were reviewed with no changes. Board had already reviewed the minutes via email with no changes requested.
-Brother Gibson distributed copies of the President's report which he then read to the Board. Items of note contained in the report:
-Local Union HQ continues to monitor grievance activity at the installation level and it continues to be robust. Resolves at the lowest possible level are always the goal as when delays occur it tends to lead to an erosion of faith within the ranks. While there is always room for improvement Local leadership is quite

pleased with both the language and the remedy of the settlements reached for those we represent. For the period beginning August of 2023 through August of this year, 4,564 grievances were resolved at the first two steps of the process, with 2,868 contractual settlements and 1,696 disciplinary matters resolved. The monetary remediation gained by the harmed for this period topped $1.4 million dollars. While these numbers are impressive we recognize that our work is never done as USPS management continues to violate the rights of the membership.

-The most recent open case report dated September 10th, 2025, reflects a total of 196 grievances listed as pending at step three or arbitration. This is an increase of 14% since out last report. Of the 196 cases pending, 43 of those are related to the issuance of discipline and 152 contractual grievances. Our struggles with hearing dates continues as we continue to examine any and all delays in our process.

- The recently established Local 308 Women's Committee met for the second time with an in-person meeting in Local Union Headquarters. In attendance were Sisters Robin Butts Branch President of the Wilmington P&DC and the Committee Chairperson, 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, and Sister Thema Dwyer-Barnett Union Representative from the Lehigh Valley P&DC. Attending virtually was Sister Katie Palmer from the Harrisburg P&DC. The ladies of the Local's Women's Committee have hit the ground running as they identify the many challenges faced by women in the workplace and collectively work through potential solutions to address those challenges. We thank each of these Union leaders for stepping up for such an important mission.

- During the period of this report the Local was represented by Brother Gibson at our Semi-Annual Meeting of the Local Union's as well the Meeting of the National Executive Board in Washington, D.C. during the week of August 11th. National leadership along with members of the National Contract Administration Department presented detailed and comprehensive reports of wide-ranging topics affecting the rank and file of this great Union. As soon as the minutes of these meetings have been distributed to this office each Branch President and the other members of the Local Union Council will be provided a copy.

-Local continues to represent the membership by keeping an eye on legislative issues that could impact postal employees as the current administration has not endeared themselves with Labor. The most recent attacks were aimed at both wages and retirement benefits in an effort to fund tax breaks for the rich but these attacks have been staved off. This will not be the last assault we face

as we anticipate more to come from the current regime that has already shown themselves to be anti worker and anti union, as such the fight will continue.
-In terms of the PMG's 10 year plan there have been no changes announced despite the PMG's departure. Regular briefings with NPMHU National leadership continue to occur. Potential impacts within the Local are still undefined as well as any details concerning the proposed RPDC's that were forecast. As details emerge they will be passed on to the membership.
-Local Leadership also has a close eye on any developments regarding the current National negotiations to determine the terms of a successor agreement to the contract set to expire September 20th, 2025. Our National partners, in accordance with Article VII, Section 9 of our National Constitution, have scheduled a meeting open to all Local Union Presidents to provide an update on the status of negotiations. That meeting will convene on Wednesday September 24th at 2:00 pm EST via Zoom.
- During the period of this report Local leadership attended branch meetings for the South Jersey P&DC on July 7th, the Scranton P&DC on July 12th, and the Philadelphia P&DC on July 23rd.
-The Local Union also sponsored a family picnic in the Lehigh Valley area of the Local on August 16th. Like all Union sponsored events it was open to all members of the Local. In addition, representatives of Local 308 attended the AFL-CIO sponsored Labor Day parade on September 1st.
-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 continue to inform the membership of the latest developments affecting their postal lives.

Administrative Activities

-The Local's current resource level favorably positions this Union to meet the representational needs of those we represent. A generally conservative approach to expenses while maintaining an aggressive stance to representation has served this organization well. The aggressive defense of mail handlers under the jurisdiction of this Local is rewarded by high membership rates which allows this Union to maintain the lowest dues rates in the entire National Postal Mail Handlers Union. We intend to continue this approach. Local Treasurer Rembelinsky shall, during the Executive Board Meeting of September19th, 2025, provide a detailed report of the revenue and the expenses of this Local Union.

-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.

-2nd 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 Jones 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, does not include all costs, next quarter report will reflect all costs associated with cases.
-as of PP# 18 there are 2628 members.

-Board discussed issues with MHA conversion to career orientations. Must occur within 60 days of conversion date.
-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. The issue is much improved throughout the Local from times past. Any problems are identified at Union HQ and facility BP's are notified in order to address any issues ASAP. Still have some issues with new member 1187s not being timely processed by Shared Services. BP's need to monitor and grieve these delays.
-Brother Rembelinsky asked the BP's to identify dates within their facilities for "health fairs" in order to assure reps for the MHBP are available.
-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. Board reviewed the chronology of events leading up to the election and when installation of officers will occur.
-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.
-John Shimp and Brendan O'Reilly from Ameriprise provided an overview of the Local's investment both at the time of the initial investment back in 2021 and today's current view. Portfolio is trending up but the goal remains to minimize risk while generating return on investment.
-Board then discussed the Ameriprise presentation along with other potential moves as CD's reach their mature dates. Consensus is to take a wait and see approach when CD's mature in terms of future reinvestment.
-Board discussed the Woman's Committee meeting. Some of the items of note coming from the meeting are;

-shirts for committee members
-child care issues affecting members
-"pump" rooms also being used as medical injection rooms, potential issues with cross purpose usage.
-"By-Laws" for woman's committee
-suggestion box for woman's committee throughout the Local
-Breast Cancer awareness

-Board discussed the level of grievance activity occurring throughout the Local. Brother Gibson spoke about using day 2 of the upcoming Executive Council meeting to discuss Article 14/Safety issues throughout the Local. Board also discussed issues with "Safety and Health" committees around the Local.
-Board discussed social events around the Local. Lehigh Valley picnic has already taken place, the make-up date for the Phillies game rained out earlier this season is upcoming.
-Brother Gibson suggested Board members brainstorm potential member giveaway item. Any giveaway will take place after the election cycle has closed.
-1187 delayed processing discussions follow up. Grievance activity related to 1187 issues was discussed.
-Brother Gibson opened discussion on item submitted by Brother Zelenenki. Issue is/was discussion on how/if mail handlers can volunteer during holiday schedules to work "off-tour". Brother Gibson pointed out language in the CIM which allows for mail handlers to work "off tour" instead of drafting. Consensus from discussion is that BP's need to discuss with their Plant Managers a methodology to employ in order to accomplish this.

-Additional Items:

-Brother Root opened discussion on issues with MHA usage. Particularly how they are using new hires up to 12 hours a day 6 days a week which has caused the attrition rate to escalate. Board discussed similar issues around the Local within their respective installations. Brother Root also requested a copy of the By-Laws for 2024 be sent out in a Microsoft word version. Brother Gibson will send out to all Council members.

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

Fraternally,

Joseph Zelenenki 10/14/25
Recording Secretary
NPMHU - Local 308