

NPMHU LOCAL 300
EXECUTIVE BOARD MEETING
OCTOBER 21, 2016

The meeting of the Executive Board was called to order at 8:50AM.

- a) roll call was taken.
- b) all Executive Board members were in attendance. The Board welcomed the return of Don Utz as Connecticut State Representative.
- c) agenda items reviewed.
- d) minutes for the last Executive Board meeting were read.

Hearing no objections, the following motion was made:

Motion by Johnson: 2nd by- Reid. To accept the minutes as read.

Passed/Unanimous

Financial Report (W. Delgado)

Treasurer Delgado submitted a detailed report and discussed the finances for the period of July 1, 2016 through September 30, 2016. After full review, discussions and amending the report; the following motion was made:

Motion by Price: 2nd by Utz: The Executive Board gives subsequent approval to all legal and lawful expenditures for the period of July 1, 2016 through September 30, 2016 as amended.

Passed/Majority

Treasurer's Report (W. Delgado)

Treasurer Delgado discussed and updated the Board on various other financial matters giving an overall review of the Local finances for the accounting period. The report included the following:

- CD accounts, balance sheets, Equities with comparison years.
- an aggressive discussion regarding our financial efforts to result in positive gains. The discussion included diversification of funds, suggesting that our organization invests funds into TD Bank. The following motion was made:

Motion by: Delgado, 2nd by Reid: The Executive Board votes to invest funds into TD Bank.

Passed/Unanimous

Treasurer Delgado continues the report with updates on cost for training sessions, member premiums, and family day activities that included:

- a) NLRB, MSPB, OWCP, LDRC, FMLA, Arbitration Advocate training.
- b) Family outings: NY Jets, NY Yankees, NY Mets, NY Liberty, Great Adventures NJ. Members had an enjoyable outing.
- c) (2016) Labor Day Parade. Organizational efforts were successful.

Treasurer Delgado continued the report with a discussion on our long standing rules regarding our expense policies that included:

- a) reasonable and customary accommodations pertaining to arbitration hearings, prep time and any travel expenses.
- b) ordering of office supplies, and Computer/Computer accessories.

Treasurer Delgado reviewed and discussed various matters to enhance our efforts to inform and educate our membership including:

- a) Scholarship award programs. Various awards and programs can be found on the Local 300 website.
- b) A discussion on recruitment and enrollment of new and non-member Mail handlers.
- c) discussed aggressive efforts to involve members in our political agenda.

The Treasurer's report concluded with a brief discussion on the MHBP. Printed handouts included comparison years of member and associate members.

Having no further business, the following motion was made:

Motion by: Yancey, 2nd by Price: To accept the Treasurer's report.

Passed/Unanimous

President's Report (Tabarus)

Local President Tabarus gave a comprehensive report covering matters concerning Contract administration that included:

- a) APWU. Contract settled. Contract ratified.
- b) NPMHU. A general discussion that included the no lay-off clause, wage increases and MHA improvements to include benefits and holiday pay. Negotiations have been extended.
- c) National Rural Letter Carriers Association. (NRLCA). Tentative agreement. Ratification to be made at the State Convention.

The Local President continued with discussions and updates that included:

- a) arbitration schedules.
- b) craft jurisdiction (SPSS grievance at the National level for dispute).
- c) function 1's and 4's updates that included all installation excessing, if any.
- d) facility consolidations. On hold at this time.
- e) retreats rights for members including: Kilmer (now New Brunswick), the Bronx, Paterson NJ, and Mid-Hudson.

• Deployment of New Automation

- a) The deployment of (2) SPSS machines in the Stamford P&DC. Staffing packages were developed.

Also with this change the CT 068 DPS mail was relocated to the Westchester Plant.

NPMHU Officers Election - 2017

The Executive Board discussed the 2017 Officers Elections. The Board discussed Judges of Elections (JOE's), time tables for mailing of ballots and other related matters.

The President's report continues with a litigation report. None pending at this time. Followed by a discussion on the MHBP, and a discussion on the 2016 Health Fairs relating to attendees and Plan representatives.

The Local President also discussed his activities around the local including; attendance at branch meetings, and consultations with the Branch President and Stewards.

Having no further business, the following motion was made:

Motion by: Price, 2nd by W. Delgado. To accept the President's Report.

Passed: Unanimous

Vice President's Report (Reid)

Vice President Reid discussed and updated the Board on various matters regarding his union activities since the last meeting including:

- consultations with Branch Presidents and Stewards.
- branch meetings and Labor management meetings attended.
- legislative/political report updates that includes:

- a) our affiliation with the Postal Union Grand Alliance. Alliance has been idle. No new information at this time.
 - b) postal reform.
 - c) legislative report. Discussed HR 5707 which relates to retiree investment funds.
- Leasing options/Local 300 Headquarters (update)
 - a) 2-year leased entered. Possible relocation after lease expires. Board members have been exploring options.
 - NJ-NDC (update)
 - a) the NDC sit/stand stools have been delivered and currently being installed.

The Vice President's report concluded with a discussion on the MHBP.

This is the last meeting of the Executive Board for Vice President Reid. Tom's last day as Executive Board member will be November 25, 2016. We wish Tom a long and happy future. The Executive Board will discuss his open seat.

Having no further business, the following motion was made:

Motion by: Delgado, 2nd by Price: To accept the Vice President report.

Passed/Unanimous

Recording Secretary Report (Yancey)

The Recording Secretary reported and discussed the following:

- Trial Boards. None pending at this time.
- Electronic Polls passed by the Executive Board. All polls are logged and filed.
 - a) 9/1/16 – NY Jets game. Purchased additional 67 tickets, total 242 tickets in all.
 - b) 9/16/16 – 5-days lost time for the delegates to the LIUNA 2016 convention.

In continuing the report, this is Recording Secretary Yancey's last Executive Board meeting. Linda will be retiring from the Postal Service on October 31st 2016 and will resign her position as Recording Secretary at the close of business on October 31st 2016.

Linda expressed wishes of good endeavors in the future to the Council and Executive Board members. The Executive Board will discuss her open seat.

Having nothing further, the following motion was made:

Motion by: Utz, 2nd by Reid: To accept the Recording Secretary Report.

Passed/Unanimous

NYS State Report (Johnson)

NYS Representative Johnson discussed the following activities since the last meeting:

- Update/Installation Inventory
 - (a) inventory meeting in the Queens P&DC on October 20, 2016
 - (b) Brooklyn inventory meeting on November 4, 2016.
- MHBP Health Fairs (Representation)

NYS Representative Johnson will coordinate efforts with the Branches regarding Plan representation and facility representatives for the Local. Information will be disseminated upon formulation.

- Station visits
 - (a) New Hyde Park, Archer Ave, Jamaica NY, and the Bronx.

Also, in the Bronx; Chief Shop Steward Teresa Mollica has retired from the Postal Service. We wish her a healthy and happy retirement.

The NYS Representative also discussed Member events that included:

- (a) Brooklyn Nets, New York Liberty, and Great Adventures. Members had an enjoyable outing.

Having no further business, the following motion was made:

Motion by: Reid, 2nd by: Delgado: To accept the NYS report.

Passed/Unanimous

NJ State Report (Price)

The NJS Representative updated and discussed various issues regarding the Local to include the following:

- (a) Kearny and Summit. 1 vacant PTF position in each facility. Charlie is negotiating to fill the positions. The Union will uphold all arbitration awards and grievances filed.

Station visits

- (a) Piscataway
- (b) Kearny
- (c) Summit

Price continues his responsibilities and duties performed in the NJ District by assisting the NJ Branch Presidents and Stewards in consultation, and his attendance at various Branch meetings.

- MHBP Seminar/MHBP Open Season

Price attended the MHBP Seminar in Pittsburgh Pa. Discussed representation for facilities under our jurisdiction. A list will be compiled and disseminated upon formulation.

Having no further business, the following motion was made:

Motion by: Yancey, 2nd by Reid: To accept the NJ report.

Passed/Unanimous

CT. State Report (Utz)

- Barry Place Letter Carriers

It is management intention to possibly bring the Letter Carriers from Barry Place into the Stamford Plant. Utz will keep us informed regarding the matter.

- Retreat Right to Mail Handlers in Stamford

Since the deployment of the SPSS machines, all mail handlers who have retreat rights will have the option of returning to the Plant. Notices were distributed to the affected employee. Staffing packages were developed.

Having no further business, the following motion was made:

Motion by: Price, 2nd by Delgado: To accept the CT State report.

Passed/Unanimous

Temporary NPMHU 2016 Delegate Compensation

The Executive Board discussed the seating of a temporary delegate to the 2016 NPMHU Convention. Subsequently, the Board discussed whether the temporary delegate should be compensated (in full or in part).

Motion by: Reid, 2nd by Johnson: For no compensation at all

Roll call vote: LP- Tabarus – ABSTAIN; VP- Reid – YES; LT. Delgado - NO
RS. Yancey – ABSTAIN; NYS. Johnson – YES; NJS. Price – YES; CT – Utz- YES

Vice President Vacancy (Unexpired term)

The Executive Board in its capacity to fulfill the obligation regarding vacancies proceeded as follows.

In pursuit of Article IV, Section 4 of the Uniform Local Union Constitution (ULUC) states: In the event of a vacancy in any office of this Local Union, the vacancy...shall be filled by a majority vote of the Local Union Executive Board. Such vacancies shall be filled for the unexpired term of office”.

The Board reviewed the list of candidates along with any resumes that were submitted.

1. Larry Adams - Shop Steward/NJI-NDC
2. Johann Bullock – Shop Steward/NJI-NDC
3. Robert Cappuccio - Steward/Mid Island P&DC
4. Patrick “the kid” Gilmartin – Steward/NJI-NDC
5. Yvette Johnson – NYS Representative/Branch President/Brooklyn
6. Robert Lussos. Branch President/Mid Island
7. Steve Megargel – Shop Steward/ NJ-NDC
8. Thomas Mullahey - Steward/ NJI-NDC
9. Andre Spence - Steward/Bronx

After full deliberations regarding the candidates; the following motion was made:

Motion by: Delgado, 2nd by UTZ: It is the decision of the Executive Board, that Marcenia (Yvette) Johnson will fill the unexpired term of Vice President of the Local 300 Executive Board effective November 26, 2016.

Passed/Majority - Abstained - VP Reid, RS Yancey

Recording Secretary Vacancy (Unexpired term)

The Executive Board in its capacity to fulfill the obligation regarding vacancies proceeded as follows.

In pursuit of Article IV, Section 4 of the Uniform Local Union Constitution (ULUC) states: In the event of a vacancy in any office of this Local Union, the vacancy...shall be filled by a majority vote of the Local Union Executive Board. Such vacancies shall be filled on for the unexpired term of office”.

The Board reviewed the list of candidates along with their resumes that were submitted.

1. Raymond Bermudez – Branch President/DVD
2. Lenora Brunson O’Neal – Steward/NJI-NDC
3. Robert Cappuccio – Steward/Mid Island P&DC
4. Marie Cherry – Steward/NJ-NDC
5. Chrystal Cuthbertson – Steward/NJ-NDC
6. Lucy Lombardo – Branch President/JFK
7. Joseph Palau - Chief Steward/NYC P&DC
8. Alberta Prieto – Former Steward/Westchester P&DC

After full deliberations regarding the candidates; the following motion was made:

Motion by: Johnson, 2nd by Utz: It is the decision of the Executive Board, that Raymond Bermudez will fill the unexpired term of Recording Secretary of the Local 300 Executive Board effective October 31, 2016.

Passed/Majority - Abstain – RS/Yancey & VP/Reid

Continuing the meeting; the Local President discussed the following Administrative policies:

- a. Expense Policy – Discussed our long standing expense policy regarding reasonable and customary expenses with advance approval from the Local.
- b. Member Events and Procedure/Policy - Monies for such events are payable to the NPMHU/Local 300 and sent to the Local Treasurer for accounting purposes.
- c. Ticket/Purchase - Cap on number of tickets for such events with applicable bus rates.
- d. Closure Date - Deadline for such events must be observed.
- e. Policy/Conflict of Interest and Disclosures. The Executive Board discussed the boundaries thereof.

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Brooklyn Veteran's Memorial Ceremony

The Executive Board discussed a donation to the Brooklyn Veteran's Memorial Ceremony.
The following motion was made:

Motion by Johnson, 2nd by Delgado: The Executive Board approves a \$150 donation to the Brooklyn Veteran's Memorial Ceremony.

Passed/Unanimous

At the conclusion of all business before the Executive Board the following motion was made to adjourn the meeting:

Motion by Yancey, 2nd by Reid: To adjourn the meeting at 3:00 pm.

Passed/Unanimous

Respectfully submitted,

Linda Yancey

Recording Secretary
NPMHU-Local 300

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Addendum - Page 1

Attached please find the reference number of all motions passed by the Executive Board from the meeting held on October 21, 2016.

EBOCT21-2016-001- To accept the minutes as read.

EBOCT21-2016-002- To give subsequent approval to all legal and lawful expenditures for the period of July 1, 2016 to September 30, 2016.

EBOCT21-2016-003- To accept Treasurer's report

EBOCT21-2016-004- To accept President's report

EBOCT21-2016-005- To accept the Vice President's report.

EBOCT21-2016-006- To accept the Recording Secretary report.

EBOCT21-2016-007- To accept the NYS report.

EBOCT21-2016-008- To accept the NJ report.

EBOCT21-2016-009- To accept the CT report.

EBOCT21-2016-010- To appoint Marcenia (Yvette) Johnson as Vice President of the Local 300 Executive Board.

EBOCT21-2016-011- To appoint Raymond Bermudez as Recording Secretary of the Local 300 Executive Board.

EBOCT21-2016-012- To adjourn the meeting at 3:00 pm.

Submitted by,

Linda Yancey
Recording Secretary

NPMHU-Local 300